

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

HOUSE BILL 3235

By: Rosecrants

AS INTRODUCED

An Act relating to employment rights; prohibiting certain conduct by employers; specifying employers subject to requirements; providing for filing of claims with the Office of Civil Rights Enforcement; authorizing civil action; providing for remedies; prescribing fine amount; providing for codification; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 1361 of Title 25, unless there is created a duplication in numbering, reads as follows:

A. It shall be an unlawful employment practice for an employer to terminate, deny, reduce, or alter post-employment benefits for any retiree if:

1. The individual's retirement resulted, in whole or in part, from disability-related separation; and

2. The change in benefits is causally related to the disability or the circumstances of retirement.

1 B. The provisions of this section shall be applicable to
2 employers covered by the Oklahoma Anti-Discrimination Act.

3 C. Any claim for violation of this act shall be filed through
4 the Office of Civil Rights Enforcement or by the filing of an action
5 in the same manner provided by law for civil cases.

6 D. Whether pursuant to a final decision of the Office of Civil
7 Rights Enforcement or the judgment of a court, remedies for
8 violation may include reinstatement of benefits, damages, and civil
9 penalties up to Fifty Thousand Dollars (\$50,000.00) per violation.

10 SECTION 2. This act shall become effective November 1, 2026.

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