

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 HOUSE BILL 3844

By: Pogemiller

6 AS INTRODUCED

7 An Act relating to labor; amending 40 O.S. 2021,
8 Section 197.2, which relates to minimum wage;
9 establishing a state minimum; and providing an
10 effective date.

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

13 SECTION 1. AMENDATORY 40 O.S. 2021, Section 197.2, is
14 amended to read as follows:

15 Section 197.2. It shall be unlawful to employ workers in any
16 industry or occupation within the State of Oklahoma under conditions
17 of labor detrimental to their health or morals and it shall be
18 unlawful to employ workers in any industry within the State of
19 Oklahoma at wages which are not adequate for their maintenance.
20 Except as otherwise provided in the Oklahoma Minimum Wage Act, no
21 employer within the State of Oklahoma shall pay any employee a wage
22 of less than ~~the current federal minimum wage~~ Fifteen Dollars
23 (\$15.00) per hour for all hours worked. An employer may not apply

1 tips or gratuities bestowed upon employees as credit toward payment
2 of the minimum hourly wage required by this section.

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

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