

Senate Fiscal Summary
2nd Session of the 60th Legislature



Senate Bill 277

Version:	Committee Substitute
Agency:	Oklahoma Workforce Commission
Senate Author:	Dossett
House Author:	
FY'27 Impact:	\$400,000
Full Year Impact:	\$400,000

**Bill Summary and
Fiscal Analysis:**

SB 277 creates the Oklahoma State Paid Family and Medical Leave Insurance Act and provides that a covered individual as defined in the bill shall have the right to take paid family and medical leave and to receive family and medical leave insurance benefits pursuant to the act. The measure provides the calculation for payable benefits to a covered individual, eligibility to file a benefits claim, authorizes payroll contributions for the exclusive purpose of financing the payment of benefits under the act and implementing and administering the act, allows covered individuals to take paid leave on an intermittent or reduced leave schedule if not taken sequentially, allows covered individuals who chooses to take leave to be restored by their employer to their position held when leave commenced. The measure prohibits employers from committing interference, restraint, or denial of the attempt to exercise paid family and medical leave. The measure directs the Oklahoma Workforce Commission to implement the provisions of this act and establishes the Family and Medical Leave Insurance Fund to be administered by the Commission.

The Oklahoma Workforce Commission shares that there would be an immediate impact for the hiring of two (2) FTE to begin creating the administrative rules and program structure to implement the provisions of the act. They estimate a fiscal impact of \$400,000 for salaries and fringe benefits.

Fiscal impact provided by the Oklahoma Workforce Commission and Senate Fiscal Staff.