

# An Act

ENROLLED SENATE  
BILL NO. 250

By: Thompson of the Senate

and

Duel of the House

An Act relating to the Oklahoma Minimum Wage Act; amending 40 O.S. 2021, Section 197.16, which relates to tips, gratuities, meals, or lodging; updating statutory reference; allowing for alternate computation for wage under certain conditions; updating statutory language; and providing an effective date.

SUBJECT: Wages and compensation

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

SECTION 1. AMENDATORY 40 O.S. 2021, Section 197.16, is amended to read as follows:

Section 197.16. A. To compute the minimum wage of any employee coming within the purview of ~~this act~~ the Oklahoma Minimum Wage Act, credit toward the minimum required wage ~~must~~ shall be given for any tips or gratuities, meals, or lodging received by the employee ~~up to but not exceeding fifty percent (50%) of said wage~~ provided that the employer pays a cash wage of not less than what is required under 29 C.F.R., Section 531.50(a)(1).

B. To compute the minimum wage of any employee coming within the purview of the Oklahoma Minimum Wage Act should the minimum wage exceed the current federal minimum wage, credit toward the minimum required wage may be given for any tips or gratuities, meals, or lodging received by the employee.

SECTION 2. This act shall become effective November 1, 2025.

Passed the Senate the 15th day of May, 2025.

\_\_\_\_\_  
Presiding Officer of the Senate

Passed the House of Representatives the 5th day of May, 2025.

\_\_\_\_\_  
Presiding Officer of the House  
of Representatives

OFFICE OF THE GOVERNOR

Received by the Office of the Governor this \_\_\_\_\_

day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

By: \_\_\_\_\_

Approved by the Governor of the State of Oklahoma this \_\_\_\_\_

day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

\_\_\_\_\_  
Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this \_\_\_\_\_

day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

By: \_\_\_\_\_