

1 **SENATE FLOOR VERSION**

2 February 10, 2026

3 SENATE BILL NO. 1415

By: Brooks

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6 An Act relating to state government; providing for
7 certain nondisclosure agreements to be void and
8 unenforceable; providing certain exception; providing
9 for codification; and providing an effective date.

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

11 SECTION 1. NEW LAW A new section of law to be codified
12 in the Oklahoma Statutes as Section 840-2.11a of Title 74, unless
13 there is created a duplication in numbering, reads as follows:

14 A. Except as provided in subsection B of this section,
15 nondisclosure agreements between a state employee and the state
16 agency or entity that employs such shall be deemed void and
17 unenforceable upon the:

18 1. Resignation of the employee from employment with such agency
19 or entity; or

20 2. Termination of employment of the employee by such agency or
21 entity.

22 B. The provisions of subsection A of this section shall not be
23 construed as applying to any state employee that has a mandated
24 professional privilege of confidentiality.

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

2 COMMITTEE REPORT BY: COMMITTEE ON RETIREMENT AND GOVERNMENT
RESOURCES

3 February 10, 2026 - DO PASS

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