

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 3428

By: Menz

6 AS INTRODUCED

7 An Act relating to labor; requiring certain employers  
8 to post veterans benefits in the workplace; providing  
for codification; and providing an effective date.

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

12 SECTION 1. NEW LAW A new section of law to be codified  
13 in the Oklahoma Statutes as Section 201 of Title 40, unless there is  
14 created a duplication in numbering, reads as follows:

15 A. The Oklahoma Department of Labor shall consult with the  
16 Division of Veterans Services to create and distribute a veterans  
17 benefits and services poster.

18 B. Such poster shall, at a minimum, include information  
19 regarding the following services available to veterans:

20 1. Contact and website information for the Division of Veterans  
21 Services and the Department's veterans program;

22 2. Substance abuse and mental health treatment;

23 3. Educational, workforce, and training resources;

24 4. Tax benefits;

1       5. State of Oklahoma veteran driver licenses and non-driver  
2 identification card;  
3       6. Eligibility for unemployment insurance benefits under state  
4 or federal law;  
5       7. Legal services; and  
6       8. Contact information for the United States Department of  
7 Veterans Affairs Veterans Crisis Line.

8       C. Every employer in the state with more than fifty (50) full-  
9 time equivalent employees shall display the poster created pursuant  
10 to this section in a conspicuous place accessible to all employees  
11 in the workplace.

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

14       60-2-14358       TKR       01/05/26