

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

HOUSE BILL 3965

By: Munson

AS INTRODUCED

An Act relating to state government; amending Section 1, Chapter 32, 1st Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2025, Section 840-2.20D), which relates to maternity leave; expanding maternity leave to all state employees; removing required timeframe; and providing an effective date.

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

SECTION 1. AMENDATORY Section 1, Chapter 32, 1st Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2025, Section 840-2.20D), is amended to read as follows:

Section 840-2.20D. A. Any full-time employee of this state who has been employed by ~~the~~ any state agency ~~for at least two (2) years prior to the request for leave~~ and remains in good standing shall be entitled to six (6) weeks of paid maternity leave following the birth or adoption of the employee's child.

B. Paid maternity leave pursuant to this section shall be in addition to and not in place of sick leave due to pregnancy, as authorized by Section 840-2.20 of Title 74 of the Oklahoma Statutes.

1 C. An employee who is granted maternity leave pursuant to the
2 provisions of this section shall receive the employee's annual
3 salary without interruption during the maternity leave. For
4 purposes of determining seniority, pay or pay advancement, and
5 performance awards, and for the receipt of any benefit that may be
6 affected by maternity leave, the service of the employee shall be
7 considered uninterrupted by the maternity leave.

8 D. The Director of the Office of Management and Enterprise
9 Services may promulgate rules to implement the provisions of this
10 section.

11 SECTION 2. This act shall become effective January 1, 2027.

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