

1 STATE OF OKLAHOMA

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

3 SENATE BILL 2120

By: Jett

6 AS INTRODUCED

7 An Act relating to The Governmental Tort Claims Act;
8 defining terms; limiting settlement awards for
9 wrongful termination claims; providing for inclusion
10 of certain damages; providing for exclusion of
certain contributions or wages; construing
provisions; providing for codification; and providing
an effective date.

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

14 SECTION 1. NEW LAW A new section of law to be codified
15 in the Oklahoma Statutes as Section 163.1 of Title 51, unless there
16 is created a duplication in numbering, reads as follows:

17 A. As used in this section:

18 1. "Employee" means any individual employed by an institution;

19 2. "Institution" means any public institution of higher

20 education within the Oklahoma State Regents for Higher Education;

21 and

22 3. "Wrongful termination claim" means any claim, cause of
23 action, complaint, grievance, lawsuit, demand for monetary or

1 equitable relief, arising under state law alleging wrongful
2 termination of an employee.

3 B. Notwithstanding any provision of law to the contrary, the
4 total amount paid by an institution to an employee to resolve a
5 wrongful termination claim under state law, whether by voluntary
6 settlement between the institution and the employee, arbitration
7 award, or court judgment, shall not exceed an amount equal to two
8 (2) years of the employee's base salary, compensation, or
9 contractual benefit, as of the date of termination. Such limitation
10 shall include, but not be limited to, back pay, compensatory
11 damages, liquidated damages, and any other monetary relief, but
12 shall not include retirement contributions already earned by the
13 employee or accrued unpaid wages or leave accrued by the employee.

14 C. The provisions of this section shall not apply to wrongful
15 termination claims arising out of federal law and shall not be
16 construed to limit the remedies available under the such claims
17 where such limitation is preempted or prohibited.

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

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