

1 STATE OF OKLAHOMA

2 2nd Session of the 57th Legislature (2020)

3 HOUSE BILL 2865

By: Pae

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6 AS INTRODUCED

7 An Act relating to labor; providing for paid  
8 parental, sick and medical leave for certain  
9 employees; providing for paid leave on Veterans Day  
10 for certain employees; requiring employees return to  
original position and pay upon returning from paid  
leave; providing for penalties; 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 901 of Title 40, unless there is  
16 created a duplication in numbering, reads as follows:

17 A. Any employee in the State of Oklahoma who regularly works at  
18 least twenty (20) hours per week, who has been employed with an  
19 employer for at least one hundred eighty (180) days, and who works  
20 for an employer with ten or more employees, is entitled to at least  
21 five (5) days of paid parental leave every calendar year with  
22 parental leave defined under the federal Family and Medical Leave  
23 Act of 1993.  
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1 B. Any employee in the State of Oklahoma who regularly works at  
2 least twenty (20) hours per week, who has been employed by an  
3 employer for at least (90) days, and who works for an employer with  
4 at least five employees, is entitled to at least two (2) paid sick  
5 days every calendar year.

6 C. Any employee in the State of Oklahoma who regularly works at  
7 least twenty (20) hours per week, who has been employed by an  
8 employer for at least one hundred eighty (180) days, who works for  
9 an employer with ten or more employees, who is hospitalized with a  
10 medical ailment, and who can provide to their employer written  
11 evidence, signed by a licensed medical professional, pertaining to  
12 their ailment, is entitled to at least five (5) paid medical leave  
13 days every three (3) calendar years.

14 D. Any employee in the State of Oklahoma who is actively  
15 enlisted in the Armed Forces of the United States or who is a  
16 military veteran, as defined by Section 2 of Title 72 of the  
17 Oklahoma Statutes, and who can reasonably demonstrate or provide  
18 evidence to their employer pertaining to their military status, is  
19 entitled to paid leave on November 11 of any year.

20 E. Any employee returning from paid leave is entitled to their  
21 original position or a position of equivalent seniority and pay.

22 F. It is unlawful for any employer to discriminate or retaliate  
23 against any employee for exercising their rights under this section.  
24 Any employer who cites, writes up, gives penalty points to, or

1 otherwise penalizes an employee is considered to have engaged in  
2 retaliation and shall be subject to the penalties pursuant to  
3 Section 199 of Title 40 of the Oklahoma Statutes.

4 SECTION 2. This act shall become effective November 1, 2020.

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6 57-2-9137 LRB 10/31/19  
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