

1 STATE OF OKLAHOMA

2 1st Session of the 58th Legislature (2021)

3 HOUSE BILL 2456

By: Virgin

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5
6 AS INTRODUCED

7 An Act relating to labor; defining terms; providing
8 criteria for family and medical leave insurance
9 benefits; providing for maximum number of weeks
10 allowed; providing for waiting period; providing for
11 determination of family and medical leave insurance
12 benefits; authorizing payroll contributions;
13 providing for ratio amounts of contribution; allowing
14 intermittent or reduced leave schedule; providing for
15 restoration of position; requiring employer to
16 maintain health care benefits; making certain acts
17 unlawful; prohibiting retaliatory action; providing
18 certain leave run concurrently with federal leave;
19 prohibiting diminishment of certain rights; requiring
20 certain written notice from employer; establishing
21 system for appeals; providing for judicial review;
22 providing for disqualification of certain
23 individuals; authorizing repayment of benefits based
24 on misrepresentation; allowing certain persons
coverage for time certain; requiring Department of
Labor to administer program; authorizing adoption of
rules; providing for tax implications; creating the
Family and Medical Leave Insurance Fund; requiring
certain report to Legislature; directing Department
of Labor to conduct public education campaign;
encouraging use of state data collection and
technology; providing for codification; and providing
an effective date.

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

1 SECTION 1. NEW LAW A new section of law to be codified
2 in the Oklahoma Statutes as Section 901 of Title 40, unless there is
3 created a duplication in numbering, reads as follows:

4 As used in this act:

5 1. "Application year" is the twelve-month period beginning on
6 the first day of the calendar week in which an individual files an
7 application for family and medical leave insurance benefits;

8 2. "Covered active duty" is as defined in Section 101(14) of
9 the Family and Medical Leave Act, 29 U.S.C. 2611(14);

10 3. "Covered individual" is any person who:

11 a. worked for twenty (20) calendar weeks for any employer
12 during the twelve-month period prior to submitting an
13 application, or

14 b. earned one thousand (1,000) times the state minimum
15 wage from work during the twelve-month period prior to
16 submitting an application, or

17 c. is self-employed, elects coverage and meets the
18 requirements of Section 13 of this act, and

19 d. meets the administrative requirements outlined in this
20 act and in regulations, and

21 e. submits an application.

22 4. "Covered servicemember" is as defined in Section 101(15) of
23 the Family and Medical Leave Act, 29 U.S.C., Section 2611(15);

24 5. "Department" is the Department of Labor;

1 6. "Director" is the Director of the Department;

2 7. "Employee" is as defined in Section 197.4 of Title 40 of the
3 Oklahoma Statutes;

4 8. "Employer" is as defined in Section 197.4 of Title 40 of the
5 Oklahoma Statutes;

6 9. "Family and medical leave insurance benefits" are the
7 benefits provided under the terms of this act;

8 10. "Family member" is:

- 9 a. regardless of age, a biological, adopted or foster
10 child, stepchild or legal ward, a child of a domestic
11 partner, a child to whom the covered individual stands
12 in loco parentis or a person to whom the covered
13 individual stood in loco parentis when the person was
14 a minor,
- 15 b. a biological, adoptive or foster parent, stepparent or
16 legal guardian of a covered individual or a covered
17 individual's spouse or domestic partner or a person
18 who stood in loco parentis when the covered individual
19 or the covered individual's spouse or domestic partner
20 was a minor child,
- 21 c. a person to whom the covered individual is legally
22 married under the laws of any state or a domestic
23 partner of a covered individual as registered under
24 the laws of any state or political subdivision,

1 d. a grandparent, grandchild or sibling, whether a
2 biological, foster, adoptive or step relationship, of
3 the covered individual or the covered individual's
4 spouse or domestic partner, or

5 e. a designated person which shall mean one additional
6 person designated by a covered individual for whom the
7 covered individual will provide care under this act if
8 the designated person has a serious health condition;

9 11. "Health care provider" is any person licensed under federal
10 or state law to provide medical or emergency services, including,
11 but not limited to, doctors, nurses and emergency room personnel or
12 certified midwives;

13 12. "Next of kin" is as defined in Section 101(17) of the
14 Family and Medical Leave Act, 29 U.S.C. 2611(17);

15 13. "Qualifying exigency leave" is leave for the family member
16 of a military member for the purposes specified in subsections (i)
17 through (iv) of 29 C.F.R. 825.126(b)(3) and subsections (i) through
18 (iv) of 29 C.F.R. 825.126(b)(8), as well as the following reasons:

19 a. to address any issue that arises from the fact that
20 the military member is notified of an impending call
21 or order to covered active duty seven (7) or less
22 calendar days prior to the date of deployment. Leave
23 taken for this purpose can be used for a period of
24 seven (7) calendar days beginning on the date the

1 military member is notified of an impending call or
2 order to covered active duty,

3 b. to attend any official ceremony, program or event
4 sponsored by the military that is related to the
5 covered active duty or call to covered active duty
6 status of the military member,

7 c. to attend family support or assistance programs and
8 informational briefings sponsored or promoted by the
9 military, military service organizations or the
10 American Red Cross that are related to the covered
11 active duty or call to covered active duty status of
12 the military member,

13 d. to make or update financial or legal arrangements to
14 address the military member's absence while on covered
15 active duty or call to covered active duty status,
16 such as preparing and executing financial and health
17 care powers of attorney, transferring bank account
18 signature authority, enrolling in the Defense
19 Enrollment Eligibility Reporting System (DEERS),
20 obtaining military identification cards or preparing
21 or updating a will or living trust,

22 e. to act as the military member's representative before
23 a federal, state or local agency for purposes of
24 obtaining, arranging or appealing military service

1 benefits while the military member is on covered
2 active duty or call to covered active duty status, and
3 for a period of ninety (90) days following the
4 termination of the military member's covered active
5 duty status,

6 f. to attend counseling provided by someone other than a
7 health care provider, for oneself, for the military
8 member, or for the biological, adopted or foster
9 child, stepchild or legal ward of the military member,
10 a child of the military member's domestic partner or a
11 child to whom the military member stands in loco
12 parentis, provided that the need for counseling arises
13 from the covered active duty or call to covered active
14 duty status of the military member,

15 g. to spend time with the military member who is on
16 short-term, temporary, Rest and Recuperation leave
17 during the period of deployment. Leave taken for this
18 purpose can be used for a period of fifteen (15)
19 calendar days beginning on the date the military
20 member commences each instance of Rest and
21 Recuperation leave,

22 h. to attend arrival ceremonies, reintegration briefings
23 and events and any other official ceremony or program
24 sponsored by the military for a period of ninety (90)

1 days following the termination of the military
2 member's covered active duty status,

3 i. to address issues that arise from the death of the
4 military member while on covered active duty status,
5 such as meeting and recovering the body of the
6 military member, making funeral arrangements and
7 attending funeral services,

8 j. to address other events which arise out of the
9 military member's covered active duty or call to
10 covered active duty status, provided that the employer
11 and employee agree that such leave shall qualify as an
12 exigency and agree to both the timing and duration of
13 such leave;

14 14. "Retaliatory personnel action" means denial of any right
15 guaranteed under this act, including, but not limited to, any
16 threat, discharge, suspension, demotion, reduction of hours, any
17 other adverse action against an employee for the exercise of any
18 right guaranteed herein, or reporting or threatening to report an
19 employee's suspected citizenship or immigration status or the
20 suspected citizenship or immigration status of a family member of
21 the employee to a federal, state or local agency. Retaliatory
22 personnel actions shall also include interference with or punishment
23 for an investigation, proceeding or hearing under this act; and
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1 15. "Serious health condition" is an illness, injury,
2 impairment, pregnancy, recovery from childbirth, or physical or
3 mental condition that involves inpatient care in a hospital, hospice
4 or residential medical care facility, or continuing treatment by a
5 health care provider.

6 SECTION 2. NEW LAW A new section of law to be codified
7 in the Oklahoma Statutes as Section 902 of Title 40, unless there is
8 created a duplication in numbering, reads as follows:

9 Beginning twelve (12) months following establishment of the
10 Family and Medical Leave Insurance Program, family and medical leave
11 insurance benefits are payable to an individual who:

12 1. Meets the definition of "covered individual" under Section 1
13 of this act; and

14 2. Meets one of the following requirements:

15 a. because of birth, adoption or placement through foster
16 care, is caring for a new child during the first year
17 after the birth, adoption or placement of that child,

18 b. is caring for a family member with a serious health
19 condition,

20 c. has a serious health condition, including pregnancy,
21 that makes the covered individual unable to perform
22 the functions of the position of such employee,

23 d. is caring for a covered servicemember who is the
24 covered individual's next of kin,

- 1 e. because of any qualifying exigency leave arising out
2 of the fact that the family member of the covered
3 individual is on covered active duty or has been
4 notified of an impending call or order to covered
5 active duty in the Armed Forces, or
6 f. any reason set forth in this act.

7 SECTION 3. NEW LAW A new section of law to be codified
8 in the Oklahoma Statutes as Section 903 of Title 40, unless there is
9 created a duplication in numbering, reads as follows:

10 A. 1. The maximum number of weeks during which family and
11 medical leave insurance benefits are payable under subparagraph c of
12 paragraph 2 of Section 2 of this act in an application year is eight
13 (8) weeks.

14 2. The maximum number of weeks during which family and medical
15 leave insurance benefits are payable under subparagraph a, b, d or e
16 of paragraph 2 of Section 2 of this act in an application year is
17 four (4) weeks.

18 3. A covered individual is eligible for eight (8) weeks of
19 leave under paragraph 1 of this subsection and also four (4) weeks
20 of leave under paragraph 2 of this subsection in an application
21 year.

22 B. Family and medical leave insurance benefits are not payable
23 for the first five (5) calendar days in an application year that a
24 covered individual meets the eligibility requirements of paragraphs

1 1 and 2 of Section 2 of this act. This shall be known as the
2 waiting period referred to in paragraph 3 of this section.

3 C. If the covered individual uses ten (10) or more days of
4 family and medical leave insurance benefits in an application year,
5 the covered individual shall be paid for the waiting period. The
6 waiting period need only be served once every application year.

7 D. The first payment of benefits must be made to an individual
8 within four (4) weeks after the claim is filed and subsequent
9 payments must be made semimonthly thereafter.

10 SECTION 4. NEW LAW A new section of law to be codified
11 in the Oklahoma Statutes as Section 904 of Title 40, unless there is
12 created a duplication in numbering, reads as follows:

13 A. The amount of family and medical leave insurance benefits
14 shall be determined as follows:

15 1. The weekly benefit shall be fifty percent (50%) of the
16 covered individual's average weekly wages during the twelve (12)
17 months preceding submission of the application or the average weekly
18 wages during the time the covered individual worked if it was less
19 than twelve (12) months up to a maximum of fifty percent (50%) of
20 the statewide average weekly wage; or

21 2. In no case shall the weekly benefit be less than Five
22 Hundred Dollars (\$500.00).

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1 B. Family and medical leave insurance benefits are not payable
2 for less than eight (8) hours of family and medical leave taken in
3 one workweek.

4 SECTION 5. NEW LAW A new section of law to be codified
5 in the Oklahoma Statutes as Section 905 of Title 40, unless there is
6 created a duplication in numbering, reads as follows:

7 A. Payroll contributions shall be authorized in order to
8 finance the payment of benefits under the family and medical leave
9 insurance program.

10 B. Payroll contributions shall be paid by employers and
11 employees in the ratio of 1:1 in an amount to be determined by the
12 State Treasurer. The State Treasurer shall be responsible for
13 evaluating and determining on an annual basis the amount of payroll
14 contributions and maximum employee contributions necessary to
15 finance the family and medical leave insurance benefits program.

16 SECTION 6. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 906 of Title 40, unless there is
18 created a duplication in numbering, reads as follows:

19 A. A covered individual shall be entitled, at the option of the
20 covered individual, to take paid family and medical leave on an
21 intermittent or reduced leave schedule in which all of the leave
22 authorized under this act is not taken sequentially. Family and
23 medical leave insurance benefits for intermittent or reduced leave
24 schedules shall be prorated.

1 B. The covered individual shall make a reasonable effort to
2 schedule paid family and medical leave under this section so as not
3 to unduly disrupt the operations of the employer. The covered
4 individual shall provide the employer with prior notice of the
5 schedule on which the covered individual will be taking the leave,
6 to the extent practicable. Paid family and medical leave taken
7 under this section shall not result in a reduction of the total
8 amount of leave to which an employee is entitled beyond the amount
9 of leave actually taken.

10 C. Nothing in this section shall be construed to entitle a
11 covered individual to more leave than required under Section 3 of
12 this act.

13 SECTION 7. NEW LAW A new section of law to be codified
14 in the Oklahoma Statutes as Section 907 of Title 40, unless there is
15 created a duplication in numbering, reads as follows:

16 A. Any covered individual who exercises his or her right to
17 family and medical leave insurance benefits or earns waiting period
18 credits under paragraph 3 of subsection A of Section 3 of this act
19 shall, upon the expiration of that leave, be entitled to be restored
20 by the employer to the position held by the covered individual when
21 the leave commenced or to a position with equivalent seniority,
22 status, employment benefits, pay and other terms and conditions of
23 employment, including fringe benefits and service credits that the
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1 covered individual had been entitled to at the commencement of
2 leave.

3 B. During any leave taken pursuant to Section 2 of this act,
4 the employer shall maintain any health care benefits the covered
5 individual had prior to taking such leave for the duration of the
6 leave as if the covered individual had continued in employment
7 continuously from the date he or she commenced the leave until the
8 date the family and medical leave insurance benefits terminate;
9 provided, however, that the covered individual shall continue to pay
10 the covered individual's share of the cost of health benefits as
11 required prior to the commencement of the leave.

12 SECTION 8. NEW LAW A new section of law to be codified
13 in the Oklahoma Statutes as Section 908 of Title 40, unless there is
14 created a duplication in numbering, reads as follows:

15 A. It shall be unlawful for an employer or any other person to
16 interfere with, restrain, or deny the exercise of, or the attempt to
17 exercise any right protected under this act.

18 B. An employer, temporary help company, employment agency,
19 employee organization or other person shall not take retaliatory
20 personnel action or otherwise discriminate against a person because
21 he or she exercised rights protected under this act. Such rights
22 include, but are not limited to, the right to request, file for,
23 apply for or use benefits provided for under this act; communicate
24 to the employer or any other person or entity an intent to file a

1 claim, a complaint with the Department of Labor or courts, or an
2 appeal, or has testified or is about to testify or has assisted in
3 any investigation, hearing or proceeding under this act, at any
4 time, including during the waiting period and the period in which
5 the person receives family and medical leave insurance benefits
6 under this act; inform any person about any employer's alleged
7 violation of this act; and the right to inform any person of his or
8 her rights under this act.

9 C. It shall be unlawful for an employer's absence control
10 policy to count paid family and medical leave taken under this act
11 as an absence that may lead to or result in discipline, discharge,
12 demotion, suspension or any other adverse action.

13 D. Protections of this section shall apply to any person who
14 mistakenly but in good faith alleges violations of this act.

15 SECTION 9. NEW LAW A new section of law to be codified
16 in the Oklahoma Statutes as Section 909 of Title 40, unless there is
17 created a duplication in numbering, reads as follows:

18 A. 1. Leave taken with wage replacement under this act that
19 also qualifies as leave under the federal Family and Medical Leave
20 Act (FMLA) shall run concurrently with leave taken under the federal
21 FMLA.

22 2. An employer may require that payment made pursuant to this
23 act be made concurrently or otherwise coordinated with payment made
24 or leave allowed under the terms of disability or family care leave

1 under a collective bargaining agreement or employer policy. The
2 employer must give employees written notice of this requirement.

3 B. 1. This act shall not diminish an employer's obligation to
4 comply with any of the following that provide more generous leave:

- 5 a. a collective bargaining agreement,
- 6 b. an employer policy, or
- 7 c. any law.

8 2. An individual's right to leave under this act may not be
9 diminished by a collective bargaining agreement entered into or
10 renewed, or an employer policy adopted or retained, after the
11 effective date of this act. Any agreement by an individual to waive
12 his or her rights under this act is void as against public policy.

13 SECTION 10. NEW LAW A new section of law to be codified
14 in the Oklahoma Statutes as Section 910 of Title 40, unless there is
15 created a duplication in numbering, reads as follows:

16 A. Each employer shall provide written notice to each employee
17 upon hiring and annually thereafter. An employer shall also provide
18 written notice to an employee when the employee requests leave under
19 this act or when the employer acquires knowledge that an employee's
20 leave may be for a qualifying reason under paragraph 2 of Section 2
21 of this act. Such notice shall include:

- 22 1. The employee's right to family and medical leave insurance
23 benefits under this act and the terms under which it may be used;
- 24 2. The amount of family and medical leave insurance benefits;

1 3. The procedure for filing a claim for benefits;

2 4. The procedure for selecting a designated person as defined
3 in this act;

4 5. The right to job protection and benefits continuation under
5 Section 7 of this act;

6 6. That discrimination and retaliatory personnel actions
7 against a person for requesting, applying for or using family and
8 medical leave insurance benefits are prohibited under Section 8 of
9 this act; and

10 7. That the employee has a right to file a complaint for
11 violations of this act.

12 An employer shall also display and maintain a poster in a
13 conspicuous place accessible to employees at the employer's place of
14 business that contains the information required by this section in
15 English, and any language that is the first language spoken by at
16 least thirty percent (30%) of the employer's workforce, provided
17 that such notice has been provided by the Department of Labor. The
18 Director of the Department may adopt regulations to establish
19 additional requirements concerning the means by which employers
20 shall provide such notice.

21 B. An employer may establish a uniform process for employees to
22 select a designated person as defined in this act within thirty (30)
23 days of the individual's date of hire. Thereafter, the employer
24 must permit the employee to make or change such a designation, as

1 applicable, on an annual basis. If an employer establishes a
2 uniform process, the covered employee must make such a designation
3 using the employer's process. If an employer does not establish
4 such a uniform process, the employee may make such a designation
5 when filing a claim for benefits.

6 C. Employees shall provide notice to their employers as soon as
7 practicable of their intention to take leave under this act.

8 SECTION 11. NEW LAW A new section of law to be codified
9 in the Oklahoma Statutes as Section 911 of Title 40, unless there is
10 created a duplication in numbering, reads as follows:

11 A. The Director of the Department of Labor shall establish a
12 system for appeals in the case of a denial of family and medical
13 leave insurance benefits. In establishing such system, the Director
14 may utilize any and all procedures and appeals mechanisms
15 established under the Employment Security Act of 1980.

16 B. Judicial review of any decision with respect to family and
17 medical leave insurance benefits shall be permitted in a court of
18 competent jurisdiction after a party aggrieved thereby has exhausted
19 all administrative remedies established by the Director.

20 C. The Director shall implement procedures to ensure
21 confidentiality of all information related to any claims filed or
22 appeals taken to the maximum extent permitted by applicable laws.

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1 SECTION 12. NEW LAW A new section of law to be codified
2 in the Oklahoma Statutes as Section 912 of Title 40, unless there is
3 created a duplication in numbering, reads as follows:

4 A. A covered individual is disqualified from family and medical
5 leave insurance benefits for one (1) year if the individual is
6 determined by the Director of the Department of Labor to have
7 willfully made a false statement or misrepresentation regarding a
8 material fact, or willfully failed to report a material fact, to
9 obtain benefits under this act.

10 B. If family and medical leave insurance benefits are paid
11 erroneously or as a result of willful misrepresentation or if a
12 claim for family and medical leave insurance benefits is rejected
13 after benefits are paid, the Department may seek repayment of
14 benefits from the recipient. The Director shall exercise his or her
15 discretion to waive, in whole or in part, the amount of any such
16 payments where the recovery would be against equity and good
17 conscience.

18 SECTION 13. NEW LAW A new section of law to be codified
19 in the Oklahoma Statutes as Section 913 of Title 40, unless there is
20 created a duplication in numbering, reads as follows:

21 A. A self-employed person, including a sole proprietor, partner
22 or joint venturer, may elect coverage under this act for an initial
23 period of not less than three (3) years. The self-employed person
24 must file a notice of election in writing with the Director of the

1 Department of Labor, as required by the Department of Labor. The
2 election becomes effective on the date of filing the notice. As a
3 condition of election, the self-employed person must agree to supply
4 any information concerning income that the Department deems
5 necessary.

6 B. A self-employed person who has elected coverage may withdraw
7 from coverage within thirty (30) days after the end of the three-
8 year period of coverage, or at such other times as the Director may
9 prescribe by rule, by filing written notice with the Director, such
10 withdrawal to take effect not sooner than thirty (30) days after
11 filing the notice.

12 SECTION 14. NEW LAW A new section of law to be codified
13 in the Oklahoma Statutes as Section 914 of Title 40, unless there is
14 created a duplication in numbering, reads as follows:

15 A. Within twelve (12) months of the effective date of this act,
16 the Department of Labor shall establish and administer a family and
17 medical leave insurance program and within twelve (12) months
18 following establishment of the program pay family and medical leave
19 insurance benefits as specified in this act.

20 B. The Department shall establish reasonable procedures and
21 forms for filing claims for benefits under this act and shall
22 specify what supporting documentation is necessary to support a
23 claim for benefits, including any documentation required from a
24 health care provider for proof of a serious health condition.

1 C. The Department shall notify the employer within five (5)
2 business days of a claim being filed pursuant to this act.

3 D. The Department shall use information sharing and integration
4 technology to facilitate the disclosure of relevant information or
5 records so long as an individual consents to the disclosure as
6 required under state law.

7 E. Information contained in the files and records pertaining to
8 an individual under this act are confidential and not open to public
9 inspection other than to public employees in the performance of
10 their official duties. However, the individual or an authorized
11 representative of an individual may review the records or receive
12 specific information from the records upon the presentation of the
13 individual's signed authorization.

14 F. The Director shall adopt rules as necessary to implement
15 this act.

16 SECTION 15. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 915 of Title 40, unless there is
18 created a duplication in numbering, reads as follows:

19 A. If the Internal Revenue Service determines that family and
20 medical leave insurance benefits under this act are subject to
21 federal income tax, the Department of Labor shall advise an
22 individual filing a new claim for family and medical leave insurance
23 benefits, at the time of filing such claim, that:

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1 1. The Internal Revenue Service has determined that benefits
2 are subject to federal income tax;

3 2. Requirements exist pertaining to estimated tax payments;

4 3. The individual may elect to have federal income tax deducted
5 and withheld from the individual's payment of benefits in the amount
6 specified in the federal Internal Revenue Code; and

7 4. The individual is permitted to change a previously elected
8 withholding status.

9 B. If the individual elects to have federal tax payments
10 withheld, the Department shall deduct and withhold the amount
11 specified in the Internal Revenue Code in a manner consistent with
12 [laws of the state], and amounts deducted and withheld from benefits
13 must remain in the Family and Medical Leave Insurance Fund
14 established in Section 16 of this act until transferred to the
15 federal taxing authority as a payment of income tax.

16 C. The Director shall follow all procedures specified by the
17 Internal Revenue Service pertaining to the deducting and withholding
18 of income tax.

19 SECTION 16. NEW LAW A new section of law to be codified
20 in the Oklahoma Statutes as Section 916 of Title 40, unless there is
21 created a duplication in numbering, reads as follows:

22 A. The Family and Medical Leave Insurance Fund is created in
23 the custody of the State Treasurer. Expenditures from the fund may
24 be used only for the purposes of the family and medical leave

1 insurance benefits program. Only the Director of the Department of
2 Labor or the Director's designee may authorize expenditures from the
3 fund.

4 B. Whenever, in the judgment of the State Treasurer, there
5 shall be in the Family and Medical Leave Insurance Fund an amount of
6 funds in excess of that amount deemed by the State Treasurer to be
7 sufficient to meet the current expenditures properly payable
8 therefrom, the State Treasurer shall have full power to invest,
9 reinvest, manage, contract, sell or exchange investments acquired
10 with such excess funds in the manner prescribed by state law.

11 SECTION 17. NEW LAW A new section of law to be codified
12 in the Oklahoma Statutes as Section 917 of Title 40, unless there is
13 created a duplication in numbering, reads as follows:

14 Beginning January 1, 2021, the Department shall report to the
15 Legislature by September 1 of each year on projected and actual
16 program participation by paragraph 2 of Section 2 of this act
17 purpose, gender of beneficiary, premium rates, fund balances,
18 outreach efforts, and, for leaves taken under subparagraph b of
19 paragraph 2 of Section 2 of this act, including the family members
20 for whom leave was taken to provide care.

21 SECTION 18. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 918 of Title 40, unless there is
23 created a duplication in numbering, reads as follows:

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1 The Department of Labor shall conduct a public education
2 campaign to inform workers and employers regarding the availability
3 of family and medical leave insurance benefits. The Department of
4 Labor may use ten percent (10%) of the funds collected for the
5 family and medical leave insurance benefits program in a given year
6 to pay for the public education program. Outreach information shall
7 be available in English and other languages spoken by more than
8 thirty percent (30%) of the state's population.

9 SECTION 19. NEW LAW A new section of law to be codified
10 in the Oklahoma Statutes as Section 919 of Title 40, unless there is
11 created a duplication in numbering, reads as follows:

12 The Department of Labor is encouraged to use state data
13 collection and technology to the extent possible and to integrate
14 the family and medical leave benefits program with existing state
15 policies.

16 SECTION 20. This act shall become effective November 1, 2021.

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