

1 STATE OF OKLAHOMA

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

3 SENATE BILL 332

By: Boren

4
5
6 AS INTRODUCED

7 An Act relating to minimum wage; amending 40 O.S.
8 2011, Sections 197.2, 197.3 and 197.5, which relate
9 to minimum wage, Commissioner of Labor, and employees
10 covered by the Oklahoma Minimum Wage Act; deleting
11 language; modifying references; changing from federal
12 minimum wage to a state minimum wage; directing the
13 Commissioner of Labor to enforce state minimum wage;
14 establishing a schedule of minimum wage increases;
15 tying minimum wage to Consumer Price Index after
16 certain date; providing an effective date; and
17 declaring an emergency.

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

19 SECTION 1. AMENDATORY 40 O.S. 2011, Section 197.2, is
20 amended to read as follows:

21 Section 197.2. It shall be unlawful to employ workers in any
22 industry or occupation within the State of Oklahoma under conditions
23 of labor detrimental to their health or morals and it shall be
24 unlawful to employ workers in any industry within the State of
25 Oklahoma at wages which are not adequate for their maintenance.

26 Except as otherwise provided in the Oklahoma Minimum Wage Act, no
27 employer within the State of Oklahoma shall pay any employee a wage

1 of less than the current ~~federal~~ state minimum wage for all hours
2 worked.

3 SECTION 2. AMENDATORY 40 O.S. 2011, Section 197.3, is
4 amended to read as follows:

5 Section 197.3. A. The Wage and Hour Commission is hereby
6 terminated and all powers and duties of such Commission are
7 transferred to the Commissioner of Labor. All personnel, funds,
8 financial obligations and encumbrances, records, equipment,
9 furniture, fixtures, files and supplies under the control of the
10 Wage and Hour Commission are transferred to the Commissioner of
11 Labor ~~as of the effective date of this act~~ on July 1, 1978.

12 B. The Commissioner of Labor shall ~~establish, pursuant to this~~
13 ~~act, such~~ enforce standards of this state's minimum wages and
14 establish conditions of labor for employees within the State of
15 Oklahoma as shall be reasonable and not detrimental to health and
16 morals.

17 SECTION 3. AMENDATORY 40 O.S. 2011, Section 197.5, is
18 amended to read as follows:

19 Section 197.5. Every employer shall pay to each of his or her
20 employees who have reached eighteen (18) years of age wages at a
21 rate of not less than ~~Two Dollars (\$2.00)~~ the federal minimum wage
22 of Seven Dollars and twenty-five cents (\$7.25) per hour on January
23 1, 2021, until December 31, 2021. ~~Regardless of other provisions of~~
24 ~~the Oklahoma Minimum Wage Act, every~~ Beginning January 1, 2022, the

1 state minimum wage shall be Eight Dollars and fifty cents (\$8.50)
2 per hour. Beginning on January 1, 2023, the state minimum wage
3 shall be Nine Dollars and seventy-five cents (\$9.75) per hour.
4 Beginning on January 1, 2024, the state minimum wage shall be Eleven
5 Dollars (\$11.00) per hour. Beginning January 1, 2025, the state
6 minimum wage shall be Thirteen Dollars (\$13.00) per hour. Beginning
7 January 1, 2026, the state minimum wage shall be Fifteen Dollars
8 (\$15.00) per hour. Beginning on January 1, 2027, and every January
9 1 thereafter, the state minimum wage shall increase according to the
10 Consumer Price Index (CPI) percentage increase from the prior year.
11 Every employee of the State of Oklahoma or any lessee or
12 concessionaire thereof is hereby specifically covered by the
13 Oklahoma Minimum Wage Act and the minimum wage per hour set by this
14 section.

15 SECTION 4. This act shall become effective July 1, 2021.

16 SECTION 5. It being immediately necessary for the preservation
17 of the public peace, health or safety, an emergency is hereby
18 declared to exist, by reason whereof this act shall take effect and
19 be in full force from and after its passage and approval.

21 58-1-1261

1/11/2021 9:33:06 AM