

1 STATE OF OKLAHOMA

2 1st Session of the 59th Legislature (2023)

3 SENATE BILL 500

By: Rosino

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5
6 AS INTRODUCED

7 An Act relating to state employee leave; allowing
8 state employees to take a leave of absence under
9 certain circumstances; requiring that certain
10 employees continue to receive compensation during
11 certain leaves of absence; providing protections for
12 certain employees during a leave of absence;
13 providing for codification; and providing an
14 effective date.

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

16 SECTION 1. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 840-2.20D of Title 74, unless
18 there is created a duplication in numbering, reads as follows:

19 A. Any employee of this state, its departments, or agencies,
20 shall be granted a temporary leave of absence upon the initial
21 placement in his or her home of a child in the custody of the
22 Department of Human Services. Leaves of absence under this section
23 shall be requested in advance and shall not exceed a total of ten
24 (10) workdays in a calendar year.

1 B. An employee may take leave under this section prior to the
2 actual placement of a child in his or her home if an absence from
3 work is required in order for the placement to proceed.

4 C. An employee who is granted a leave of absence pursuant to
5 this section shall receive the base state pay without interruption
6 during the leave of absence. The service of the employee shall be
7 considered uninterrupted for the purpose of determining eligibility
8 for any benefit that might otherwise be affected, including
9 determinations relating to seniority, compensation, and performance-
10 based awards.

11 D. A state agency shall not penalize an employee for requesting
12 or obtaining a leave of absence pursuant to the provisions of this
13 section.

14 SECTION 2. This act shall become effective November 1, 2023.

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