

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 2275

By: Echols

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5
6 AS INTRODUCED

7 An Act relating to labor; providing for leave of
8 absence from employment for search and rescue
9 volunteers; defining terms; providing for restoration
10 of benefits after termination of leave of absence;
11 providing for codification; and providing an
12 effective date.

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. As used in this section:

18 1. "Employee" means an individual, other than a copartner of
19 the employer or an independent contractor, who renders personal
20 services in this state to an employer that pays or agrees to pay
21 wages or other compensation to the individual for those services;
22 and

23 2. "Employer" means a person who employs one or more employees
24 in this state. Employer includes the State of Oklahoma or a county,

1 city, district, authority, public corporation, or entity and any of
2 their instrumentalities organized and existing under law, but does
3 not include the federal government.

4 B. Upon request of an employee who is a search and rescue
5 volunteer accepted to participate in search and rescue activities by
6 the county sheriff or other law enforcement entity, an employer may
7 grant a leave of absence to the employee until release from the
8 search and rescue activities permits the employee to resume the
9 duties of employment.

10 C. The regular employment position of an employee on leave of
11 absence under this section is considered vacant only for the period
12 of the leave of absence. The employee is not subject to removal or
13 discharge from the position as a consequence of the leave of
14 absence.

15 D. Upon the termination of a leave of absence under this
16 section, the employer shall restore the employee to the employee's
17 position or an equivalent position without loss of seniority,
18 vacation credits, sick leave credits, service credits under a
19 pension plan, or any other employee benefit or right that had been
20 earned at the time of the leave of absence.

21 E. An employer is not required to pay wages or other monetary
22 compensation to an employee during a leave of absence under this
23 section.

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

59-1-6072 LRB 01/03/23