

STATE OF OKLAHOMA

2nd Session of the 59th Legislature (2024)

HOUSE BILL 3520

By: Vancuren

AS INTRODUCED

An Act relating to labor; creating the Oklahoma Server Minimum Wage Act; declaring purpose; amending 40 O.S. 2021, Section 197.2, which relates to the Oklahoma Minimum Wage Act; establishing minimum wage for servers; providing for noncodification; and providing an effective date.

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

SECTION 1. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

A. This act shall be known and may be cited as the "Oklahoma Server Minimum Wage Act".

B. The purpose of this act is to ensure fair compensation for servers in the hospitality industry by adjusting the minimum wage to reflect the unique compensation structure for tipped employees.

SECTION 2. AMENDATORY 40 O.S. 2021, Section 197.2, is amended to read as follows:

Section 197.2 A. It shall be unlawful to employ workers in any industry or occupation within the State of Oklahoma under conditions of labor detrimental to their health or morals and it shall be

1 unlawful to employ workers in any industry within the State of
2 Oklahoma at wages which are not adequate for their maintenance.
3 Except as otherwise provided in the Oklahoma Minimum Wage Act, no
4 employer within the State of Oklahoma shall pay any employee a wage
5 of less than the current federal minimum wage for all hours worked.

6 B. Effective November 1, 2024, the minimum wage for servers in
7 the State of Oklahoma shall be set at Five Dollars (\$5.00) per hour.
8 This wage rate shall apply exclusively to employees in the food
9 service industry who regularly receive tips as a substantial part of
10 their income.

11 SECTION 3. This act shall become effective November 1, 2024.

12
13 59-2-8693 LRB 12/21/23
14
15
16
17
18
19
20
21
22
23
24
--