

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 POLICY COMMITTEE
4 RECOMMENDATION

5 FOR

6 HOUSE BILL NO. 1945

7 By: McCane

8 POLICY COMMITTEE RECOMMENDATION

9 An Act relating to landlord and tenant; requiring
10 background checks for employees; providing who may
11 perform the background check; providing for
12 disqualification from employment for certain crimes;
13 requiring a landlord, owner, or operator of an
14 apartment or hotel to require that each employee
15 undergo background screening as a condition of
16 employment, maintain a log accounting for the
17 issuance and return of all keys, and establish
18 policies and procedures for the issuance and return
19 of dwelling unit keys and regulating the storage and
20 access to unissued keys; providing for codification;
21 and providing an effective date.

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

23 SECTION 1. NEW LAW A new section of law to be codified
24 in the Oklahoma Statutes as Section 141 of Title 41, unless there is
created a duplication in numbering, reads as follows:

A. The landlord, owner, or operator of a public lodging
establishment with at least five rental units or properties, which
shall include apartments and hotels, must require that each employee

1 of the establishment undergo a background screening as a condition
2 of employment.

3 B. The background screening required under subsection A of this
4 section must be performed by a consumer reporting agency in
5 accordance with the federal Fair Credit Reporting Act and must
6 include a screening of criminal history records and sexual predator
7 and sexual offender registries of all fifty states and the District
8 of Columbia.

9 C. A landlord, owner, or operator of an apartment or hotel may
10 disqualify a person from employment if the person has been convicted
11 or found guilty of, or entered a plea of guilty or nolo contendere
12 to, regardless of adjudication, any of the following offenses:

13 1. A criminal offense involving disregard for the safety of
14 others which, if committed in this state, is a felony or a
15 misdemeanor of the first degree or, if committed in another state,
16 would be a felony or a misdemeanor of the first degree if committed
17 in this state;

18 2. A criminal offense committed in any jurisdiction which
19 involves violence, including, but not limited to, murder, sexual
20 battery, robbery, carjacking, home-invasion robbery, and stalking.

21 SECTION 2. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 142 of Title 41, unless there is
23 created a duplication in numbering, reads as follows:

24

1 A landlord, owner, or operator of an apartment or hotel shall do
2 all of the following:

3 1. Require that each employee undergo background screening as a
4 condition of employment;

5 2. Maintain a log accounting for the issuance and return of all
6 keys for each dwelling unit; and

7 3. Establish policies and procedures for the issuance and
8 return of dwelling unit keys and regulating the storage of, and
9 access to, unissued keys.

10 SECTION 3. This act shall become effective November 1, 2025.

11

12 60-1-12814 AO 02/20/25

13

14

15

16

17

18

19

20

21

22

23

24