

1 ENGROSSED HOUSE
2 BILL NO. 1833

By: Hefner, Miller, Provenzano,
and Deck of the House

3 and

4 Kirt of the Senate
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6
7 An Act relating to labor; creating the Rethinking
8 Paying Subminimal Wage to Persons with Disabilities
9 Task Force; providing the purpose for the Task Force;
10 providing for membership; providing rules for
11 reporting; setting an end date; providing for
12 codification; and providing an 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 365 of Title 40, unless there is
16 created a duplication in numbering, reads as follows:

17 A. There is hereby created until November 1, 2027, the
18 Rethinking Paying Subminimal Wage to Persons with Disabilities Task
19 Force.

20 B. The Task Force shall study and develop a plan to phase out
21 the practice of paying workers with disabilities subminimum wages
22 under 14(c) certificate programs in Oklahoma. The Task Force shall
23 study, review, and make recommendations on the following, with a
24 focus on transitioning workers with disabilities currently being

1 paid subminimum wages under 14(c) certificates to competitive,
2 integrated employment at or above minimum wage, and when
3 appropriate, alternative meaningful day programs for those not able
4 or wanting to move to competitive, integrated employment:

5 1. Identify potential obstacles and negative impacts of phasing
6 out subminimum wages and 14(c) use in Oklahoma; and

7 2. Develop a plan for phasing out subminimum wages and 14(c)
8 use in Oklahoma that:

9 a. reduces potential negative impacts and maximizes the
10 potential for successful transition to competitive,
11 integrated employment,

12 b. includes alternative meaningful day programs for those
13 individuals who do not wish to transition to
14 competitive, integrated employment or for those for
15 whom it is not appropriate, and

16 c. establishes an appropriate timeline for phasing out
17 subminimum wages.

18 C. The Task Force shall consist of eleven (11) members as
19 follows:

20 1. The Secretary of Commerce and Workforce Development;

21 2. A member of the Oklahoma House of Representatives, appointed
22 by the Speaker of the House;

23 3. A member of the Oklahoma State Senate, appointed by the
24 President Pro Tempore;

1 4. A representative from the Oklahoma Disability Law Center,
2 appointed by the President Pro Tempore of the Oklahoma State Senate;

3 5. A representative from the Oklahoma state chapter of the
4 Association of People Supporting Employment First, appointed by the
5 Speaker of the House;

6 6. A self-advocate who is currently enrolled or previously
7 employed at subminimum wage, appointed by the Board of the Oklahoma
8 Developmental Disabilities Council;

9 7. A parent or family member of a person with a disability who
10 has successfully transitioned from subminimum wage to competitive,
11 integrated employment, appointed by the Board of the Oklahoma
12 Developmental Disabilities Council;

13 8. A director of a program who previously held a 14(c)
14 certificate and successfully transitioned to community integrated
15 employment, appointed by the Governor;

16 9. A private employer who employs individuals with
17 disabilities, appointed by the Governor;

18 10. The Director of the Department of Human Services
19 Developmental Disabilities Services or his or her designee; and

20 11. The Director of the Oklahoma Department of Rehabilitation
21 Services or his or her designee.

22 D. The member of the Oklahoma House of Representatives and the
23 member of the Oklahoma State Senate shall serve as co-chairs of the
24 Task Force. Appointments to the Task Force shall be made within

1 thirty (30) days after the effective date of this act. Meetings of
2 the Task Force shall be held at the call of either co-chair of the
3 Task Force. Members shall serve at the pleasure of their appointing
4 authorities. A majority of the members of the Task Force shall
5 constitute a quorum to transact business, but no vacancy shall
6 impair the right of the remaining members to exercise all of the
7 powers of the Task Force. Except as otherwise provided, a vacancy
8 on the Task Force shall be filled by the original appointing
9 authority. If the original appointing authority fails to make an
10 appointment within thirty (30) days after the effective date of this
11 act, a majority of the members of the Task Force who have been
12 appointed may fill the vacancy to the open position. Staff support
13 for the Task Force shall be provided by the staff of the Oklahoma
14 House of Representatives and the Oklahoma State Senate. The
15 Oklahoma Department of Career and Technology Education, Oklahoma
16 State Regents for Higher Education, Office of Disability Concerns,
17 Oklahoma Department of Rehabilitation Services, Oklahoma Health Care
18 Authority, Department of Human Services, and the State Use Committee
19 of the Office of Management and Enterprise Services shall provide
20 support and information as requested by the Task Force.

21 E. Members of the Task Force shall receive no compensation for
22 serving on the Task Force, but may receive travel reimbursement,
23 contingent on the availability of private funds for this purpose.

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1 F. The Task Force may seek the assistance of the Legislative
2 Service Bureau or the State Board of Education to contract with an
3 independent consultant as necessary to fulfill the duties specified
4 in this section, contingent on the availability of funds.

5 G. The Task Force shall submit a final report by January 1,
6 2028, to the Governor, the President Pro Tempore of the Oklahoma
7 State Senate, and the Speaker of the Oklahoma House of
8 Representatives.

9 SECTION 2. This act shall become effective November 1, 2025.

10 Passed the House of Representatives the 26th day of March, 2025.

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Presiding Officer of the House
of Representatives

Passed the Senate the ____ day of _____, 2025.

Presiding Officer of the Senate