

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 60th Legislature (2025)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 1833

By: Hefner, Miller, and
Provenzano of the House

and

Kirt of the Senate

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10 COMMITTEE SUBSTITUTE

11 An Act relating to labor; creating the Rethinking
12 Paying Subminimal Wage to Persons with Disabilities
13 Task Force; providing the purpose for the Task Force;
14 providing for membership; providing rules for
15 reporting; setting an end date; providing for
16 codification; and providing an effective date.

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

18 SECTION 1. NEW LAW A new section of law to be codified
19 in the Oklahoma Statutes as Section 365 of Title 40, unless there is
20 created a duplication in numbering, reads as follows:

21 A. There is hereby created until November 1, 2027, the
22 Rethinking Paying Subminimal Wage to Persons with Disabilities Task
23 Force.

1 B. The Task Force shall study and develop a plan to phase out
2 the practice of paying workers with disabilities subminimum wages
3 under 14(c) certificate programs in Oklahoma. The Task Force shall
4 study, review, and make recommendations on the following, with a
5 focus on transitioning workers with disabilities currently being
6 paid subminimum wages under 14(c) certificates to competitive,
7 integrated employment at or above minimum wage, and when
8 appropriate, alternative meaningful day programs for those not able
9 or wanting to move to competitive, integrated employment:

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

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

14 a. reduces potential negative impacts and maximizes the
15 potential for successful transition to competitive,
16 integrated employment,

17 b. includes alternative meaningful day programs for those
18 individuals who do not wish to transition to
19 competitive, integrated employment or for those for
20 whom it is not appropriate, and

21 c. establishes an appropriate timeline for phasing out
22 subminimum wages.

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

- 1 1. The Secretary of Commerce and Workforce Development;
- 2 2. A member of the Oklahoma House of Representatives, appointed
- 3 by the Speaker of the House;
- 4 3. A member of the Oklahoma State Senate, appointed by the
- 5 President Pro Tempore;
- 6 4. A representative from the Oklahoma Disability Law Center,
- 7 appointed by the President Pro Tempore of the Oklahoma State Senate;
- 8 5. A representative from the Oklahoma state chapter of the
- 9 Association of People Supporting Employment First, appointed by the
- 10 Speaker of the House;
- 11 6. A self-advocate who is currently enrolled or previously
- 12 employed at subminimum wage, appointed by the Board of the Oklahoma
- 13 Developmental Disabilities Council;
- 14 7. A parent or family member of a person with a disability who
- 15 has successfully transitioned from subminimum wage to competitive,
- 16 integrated employment, appointed by the Board of the Oklahoma
- 17 Developmental Disabilities Council;
- 18 8. A director of a program who previously held a 14(c)
- 19 certificate and successfully transitioned to community integrated
- 20 employment, appointed by the Governor;
- 21 9. A private employer who employs individuals with
- 22 disabilities, appointed by the Governor;
- 23 10. The Director of the Department of Human Services
- 24 Developmental Disabilities Services or his or her designee; and

1 11. The Director of the Oklahoma Department of Rehabilitation
2 Services or his or her designee.

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

1 of the Office of Management and Enterprise Services shall provide
2 support and information as requested by the Task Force.

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

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

10 G. The Task Force shall submit a final report by January 1,
11 2028, to the Governor, the President Pro Tempore of the Oklahoma
12 State Senate, and the Speaker of the Oklahoma House of
13 Representatives.

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

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16 COMMITTEE REPORT BY: COMMITTEE ON COMMERCE AND ECONOMIC DEVELOPMENT
17 OVERSIGHT, dated 03/03/2025 - DO PASS, As Amended.

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