1	SENATE FLOOR VERSION
2	February 25, 2025 AS AMENDED
3	SENATE BILL NO. 744 By: Gillespie
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6	[labor - prohibited acts against employees -
7	effective date - emergency]
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10	BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:
11	SECTION 1. AMENDATORY 40 O.S. 2021, Section 199, is
12	amended to read as follows:
13	Section 199. A. It shall be a misdemeanor for any employer, as
14	defined in Section 165.1 of this title, or his or her agent to
15	discharge, penalize, or in any other manner discriminate against any
16	employee because:
17	1. The employee has filed a complaint with his or her employer,
18	or the Commissioner of Labor or his <u>or her</u> authorized
19	representative, to enforce any provision of Sections 71 through
20	198.2 of this title;
21	2. The employee has caused to be instituted a proceeding or
22	investigation related to an alleged violation of any provision of
23	Sections 71 through 198.2 of this title; or
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3. The employee has testified or is about to testify in an investigation or proceeding under this title;

- 4. The employee has exercised his or her right to vote as protected in Section 4 of Article II of the Oklahoma Constitution in the course of his or her duties as an elected official; or
- 5. The employee has exercised his or her right of free speech as protected in Section 22 of Article II of the Oklahoma

 Constitution in the course of his or her duties as an elected official.
- B. Every employer, as defined in Section 165.1 of this title, or his or her agent shall be guilty of a misdemeanor if:
- 1. The filing of a complaint with the employer, Commissioner of Labor or his <u>or her</u> authorized representative, or the taking of any action directly related to the complaint by any employee is a substantial and material factor in the discharge, penalization of or any other discrimination against the employee by the employer or his or her agent; or
- 2. The employer or his <u>or her</u> agent has acted in a manner which has the effect of discouraging, restraining, coercing, or interfering with any employee in the exercise of the employee's rights contained in Sections 71 through 198.2 of this title.
- C. Every person convicted of violating a prohibition of this section shall be fined not less than Fifty Dollars (\$50.00) nor more than Two Hundred Dollars (\$200.00) or imprisoned in the county jail

for not less than five (5) days nor more than thirty (30) days, or both. SECTION 2. This act shall become effective July 1, 2025. SECTION 3. It being immediately necessary for the preservation of the public peace, health or safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval. COMMITTEE REPORT BY: COMMITTEE ON ECONOMIC DEVELOPMENT, WORKFORCE AND TOURISM February 25, 2025 - DO PASS AS AMENDED