

1 STATE OF OKLAHOMA

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

3 SENATE BILL 481

By: Deever

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5  
6 AS INTRODUCED

7 An Act relating to public employees; defining terms;  
8 prohibiting public employee from engaging in certain  
9 strike or work stoppage; establishing penalties;  
10 affirming rights of individual to take certain  
11 action; amending 70 O.S. 2021, Section 509.8, which  
12 relates to strikes against boards of education;  
13 providing for codification; and providing an  
14 effective date.

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

16 SECTION 1. NEW LAW A new section of law to be codified  
17 in the Oklahoma Statutes as Section 840-2.31 of Title 74, unless  
18 there is created a duplication in numbering, reads as follows:

19 A. As used in this section:

20 1. "Organized work stoppage" means a collective temporary  
21 cessation of work as a form of protest; and

22 2. "Public employee" means an employee of a state agency,  
23 political subdivision, or school district.

24 B. Notwithstanding any other provision of law, a public  
25 employee may not strike or engage in an organized work stoppage

1 against the state, a political subdivision of this state, or any  
2 public school district.

3 C. Upon violation of subsection B of this section, a public  
4 employee shall automatically forfeit his or her employment with the  
5 state, political subdivision, or public school district, all civil  
6 service rights, pensions, reemployment rights, and any other rights,  
7 benefits, and privileges the employee enjoys as a result of public  
8 employment or former public employment.

9 D. A public employee who is employed as a teacher, support  
10 personnel, or administrator, and who violates subsection B of this  
11 section, shall have his or her teaching certificate revoked.

12 E. The right of an individual to cease work may not be abridged  
13 if the individual is not acting in concert with others in an  
14 organized work stoppage.

15 SECTION 2. AMENDATORY 70 O.S. 2021, Section 509.8, is  
16 amended to read as follows:

17 Section 509.8. The procedure provided for herein for resolving  
18 impasses shall be the exclusive recourse of the organization. It  
19 shall be illegal for the organization to strike or threaten to  
20 strike as a means of resolving differences with the board of  
21 education. Any member of an organization engaging in a strike shall  
22 be ~~denied the full amount of his wages during the period of such~~  
23 ~~violation~~ subject to the penalties provided in Section 1 of this  
24 act. If the organization or its members engage in a strike, then

1 the organization shall cease to be recognized as representative of  
2 the unit and the school district shall be relieved of the duty to  
3 negotiate with such organization or its representatives.

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

6 60-1-1338 RD 1/19/2025 5:37:15 AM

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