

1 STATE OF OKLAHOMA

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

3 COMMITTEE SUBSTITUTE  
4 FOR ENGROSSED  
5 SENATE BILL NO. 250

By: Thompson of the Senate

and

6 Duel of the House

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10 COMMITTEE SUBSTITUTE

11 An Act relating to the Oklahoma Minimum Wage Act;  
12 amending 40 O.S. 2021, Section 197.16, which relates  
13 to tips, gratuities, meals, or lodging; updating  
14 statutory reference; allowing for alternate  
computation for wage under certain conditions;  
updating statutory language; and providing an  
effective date.

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

18 SECTION 1. AMENDATORY 40 O.S. 2021, Section 197.16, is  
19 amended to read as follows:

20 Section 197.16. A. To compute the minimum wage of any employee  
21 coming within the purview of ~~this act~~ the Oklahoma Minimum Wage Act,  
22 credit toward the minimum required wage ~~must~~ shall be given for any  
23 tips or gratuities, meals, or lodging received by the employee ~~up to~~  
24 ~~but not exceeding fifty percent (50%) of said wage~~ provided that the

1 employer pays a cash wage not less than required under 29 C.F.R.  
2 Section 531.50(a)(1).

3 B. To compute the minimum wage of any employee coming within  
4 the purview of the Oklahoma Minimum Wage Act should the minimum wage  
5 exceed the current federal minimum wage, credit toward the minimum  
6 required wage may be given for any tips or gratuities, meals, or  
7 lodging received by the employee.

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

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10 60-1-13601 AO 04/23/25

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