

1 ENGROSSED SENATE
2 BILL NO. 1278

By: Garvin of the Senate
and
Archer of the House

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6 An Act relating to paid leave for state employees;
7 amending Section 1, Chapter 32, 1st Extraordinary
8 Session, O.S.L. 2023 (74 O.S. Supp. 2023, Section
9 840-2.20D), which relates to maternity leave;
10 defining term; and providing an effective date.

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

12 SECTION 1. AMENDATORY Section 1, Chapter 32, 1st
13 Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2023, Section 840-
14 2.20D), is amended to read as follows:

15 Section 840-2.20D. A. Any full-time employee of this state who
16 has been employed by the state agency for at least two (2) years
17 prior to the request for leave shall be entitled to six (6) weeks of
18 paid maternity leave following the birth or adoption of the
19 employee's child. For the purposes of this section, "full-time
20 employee of this state" shall include individuals employed by
21 institutions of higher education within The Oklahoma State System of
22 Higher Education.

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1 B. Paid maternity leave pursuant to this section shall be in
2 addition to and not in place of sick leave due to pregnancy, as
3 authorized by Section 840-2.20 of Title 74 of the Oklahoma Statutes.

4 C. An employee who is granted maternity leave pursuant to the
5 provisions of this section shall receive the employee's annual
6 salary without interruption during the maternity leave. For
7 purposes of determining seniority, pay or pay advancement, and
8 performance awards, and for the receipt of any benefit that may be
9 affected by maternity leave, the service of the employee shall be
10 considered uninterrupted by the maternity leave.

11 D. The Director of the Office of Management and Enterprise
12 Services may promulgate rules to implement the provisions of this
13 section.

14 SECTION 2. This act shall become effective November 1, 2024.

15 Passed the Senate the 11th day of March, 2024.

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Presiding Officer of the Senate

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19 Passed the House of Representatives the ____ day of _____,

20 2024.

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Presiding Officer of the House
of Representatives

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