

1 STATE OF OKLAHOMA

2 2nd Session of the 59th Legislature (2024)

3 SENATE BILL 1278

By: Garvin

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5
6 AS INTRODUCED

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

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

13 SECTION 1. AMENDATORY Section 1, Chapter 32, 1st
14 Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2023, Section 840-
15 2.20D), is amended to read as follows:

16 Section 840-2.20D. A. Any full-time employee of this state who
17 has been employed by the state agency for at least two (2) years
18 prior to the request for leave shall be entitled to six (6) weeks of
19 paid maternity leave following the birth or adoption of the
20 employee's child. For the purposes of this section, "full-time
21 employee of this state" shall include individuals employed by
22 institutions of higher education within The Oklahoma State System of
23 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.

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