



Human Resources & Labor Law

2021 Legislative Initiatives

Unemployment

- Support efforts to reform Oklahoma's unemployment benefits system
- Support stronger regulations that require unemployed individuals to actively be looking for work in order to collect unemployment compensation benefits
- Support statutory penalties for unemployment compensation fraud that parallel those for workers' compensation fraud
- Support cooperative work with the OESC to ensure hearing officers comply with or follow statutory mandates

Paid Leave

- Oppose all efforts to force businesses to provide paid leave above what is currently required by federal law
- Oppose efforts to divert unemployment compensation trust money to pay for family medical leave

Wage & Hour Law

- Oppose all statutory mandates, either state or federal, as they relate to employer/employee relationships
- Oppose efforts to lower the small business exemption from 50 to 25 or fewer employees
- Support the "mirroring" of pro-business federal law on wage and hour laws
- Support allowing employers the option of granting compensatory time in lieu of payment for overtime
- Oppose any attempt to limit the definitions of "exempt employee" or otherwise expand employee eligibility for overtime including but not limited to raising of the current salary thresholds.
- Support efforts to allow an employer to pay overtime only when a 40-hour weekly work schedule is exceeded
- Oppose any federal or state legislative or regulatory measures that will interfere with an employer's and employee's freedom to contract, including efforts to pass the Arbitration Fairness Act

Drug Use and Employee Safety

- Support business protections and property owners' rights regarding medical marijuana including but not limited to the preservation of safety sensitive rules.

- Support business protections and property owners' rights regarding regulation of employee drug use.

Weapons

- Support business and property owners' rights to regulate the possession of weapons on their property