

An Act

ENROLLED HOUSE
BILL NO. 1969

By: O'Donnell, Hoskin and
Sherrer of the House

and

Brown of the Senate

An Act relating to labor; creating the Oklahoma Employment First Act; requiring state agencies to coordinate efforts to ensure certain policies and funding support employment of disabled individuals; authorizing state agencies to adopt rules; defining terms; providing for codification; and providing an effective date.

SUBJECT: Oklahoma Employment First Act

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

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 360 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. This act shall be known and may be cited as the "Oklahoma Employment First Act".

B. All state agencies shall coordinate efforts and shall collaborate within and among such agencies to ensure that state programs, policies, procedures and funding support competitive integrated employment of individuals with disabilities. All state agencies shall, whenever feasible, share data and information across systems in order to track progress toward full implementation of this act.

C. State agencies are authorized to adopt rules to implement this act.

D. As used in this act:

1. "Competitive employment" means work in the competitive labor market, or self-employment, that is performed on a full-time or part-time basis in an integrated setting with the opportunity for advancement and for which a person with a disability is compensated at or above the minimum wage but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by persons without disabilities;

2. "Disability" means, with respect to an individual:

- a. a physical or mental impairment that substantially limits one or more major life activities of such individual,
- b. a record of such an impairment, or
- c. being regarded as having such an impairment as defined in the Americans with Disabilities Act of 1990, as amended;

3. "Integrated setting" means, with respect to an employment outcome, a setting typically found in the community in which applicants or eligible individuals interact with persons without disabilities, other than those who are providing services to those applicants or eligible individuals, to the same extent that individuals without disabilities in comparable positions interact with other persons; and

4. "Working age" means sixteen (16) years of age or older in accordance with Section 71 of Title 40 of the Oklahoma Statutes.

SECTION 2. This act shall become effective November 1, 2015.

Passed the House of Representatives the 4th day of March, 2015.

John R. Doney, Jr.
Presiding Officer of the House
of Representatives

Passed the Senate the 9th day of April, 2015.

Angela G. Gandy
Presiding Officer of the Senate

OFFICE OF THE GOVERNOR

Received by the Office of the Governor this 13th
day of April, 20 15, at 4:03 o'clock P M.
By: Audrey Beckwell

Approved by the Governor of the State of Oklahoma this 17th
day of April, 20 15, at 2:48 o'clock P M.

Mary Fallin
Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this 17th
day of April, 20 15, at 3:38 o'clock P M.
By: Ch. Benz