An Act

ENROLLED SENATE
BILL NO. 1814

By: Crain of the Senate

and

Sullivan of the House

An Act relating to discrimination in employment; amending 25 O.S. 2001, Section 1301, which relates to definitions; adding certain definition; and providing an effective date.

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

SECTION 1. AMENDATORY 25 O.S. 2001, Section 1301, is amended to read as follows:

Section 1301. In Sections 1101 through 1706 of this title:

1. "Employer" means a person who has fifteen or more employees for each working day in each of twenty (20) or more calendar weeks in the current or preceding calendar year, or a person who as a contractor or subcontractor is furnishing the material or performing work for the state or a governmental entity or agency of the state and includes an agent of such a person but does not include an Indian tribe or a bona fide membership club not organized for profit;

2. "Employment agency" means a person regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer and includes an agent of such a person;

3. "Labor organization" includes:

a. an organization of any kind, an agency or employee representation committee, group, association, or plan in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment,

b. a conference, general committee, joint or system board, or joint council so engaged which is subordinate to a national or international labor organization, or

c. an agent of a labor organization;

4. "Handicapped person" means a person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such an impairment or is regarded as having such an impairment; ~~and~~

5. "Age discrimination in employment" means discrimination in employment of persons who are at least forty (40) years of age; and

6. "Sex", "Because of Sex" or "Based on Sex" includes, but is not limited to, pregnancy, childbirth or related medical conditions; women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all employment-related purposes as other persons not so affected but similar in their ability or inability to work.

SECTION 2. This act shall become effective November 1, 2010.

Passed the Senate the 25th day of February, 2010.

Presiding Officer of the Senate

Passed the House of Representatives the 5th day of April, 2010.

Presiding Officer of the House of Representatives

OFFICE OF THE GOVERNOR

Received by the Governor this 6th

day of April, **20**10,

at 2:00 **o'clock** P **M.**

By:

Approved by the Governor of the State of Oklahoma the 9th **day of** April, **20**10, **at** 7:08 **o'clock** P **M.**

Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Secretary of State this

12th **day of** April, **20**10,

at 2:21 **o'clock** P **M.**

By: M. Susan Savage