

2026 OKLAHOMA LABOR LAWS



This poster must be in a conspicuous place accessible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026



Minimum Wage:

\$7.25

Tip Minimum Wage:

\$2.13

Your Rights Under the Oklahoma Minimum Wage Act

40 O.S. § 197.1 et seq.

WHO IS AN EMPLOYEE?	WHO IS AN EMPLOYER?	WHAT IS THE CIVIL PENALTY FOR VIOLATIONS?
40 O.S. § 197.4 (e) - "Employee" includes any individual employed by an employer but shall not include: (1) An individual employed on a farm, in the employ of any person, in connection with the cultivation of the soil, or in connection with raising or harvesting any agricultural commodity, including raising, shearing, feeding, or caring for, training, and management of livestock, bees, poultry, and furbearing animals and wildlife, or in the employ of the owner or tenant or other operator of a farm in connection with the operation, management, conservation, improvement, or maintenance of such farm and its tools and equipment; (2) Any individual employed in domestic service in or about a private home; (3) Any individual employed by the United States government; (4) Any individual working as a volunteer in a charitable, religious, or other nonprofit organization; (5) Any newspaper vendor or carrier; (6) Any employee of any carrier subject to regulation by Part I of the Interstate Commerce Act; (7) Any employee of any employer who is subject to the provisions of any Federal Fair Labor Standards Act, or to any Federal Wage and Hour Law now in effect or enacted hereafter, and who is paying the minimum wage under the provisions of that act; (8) Any employee employed in a bona fide executive, administrative or professional capacity, or in the capacity of outside salesman; (9) Any person employed as part-time employee not on permanent status. A part-time employee is defined as an employee who is employed less than twenty-five (25) hours a week; (10) Any person who is less than eighteen (18) years of age and is not a high school graduate or a graduate of a vocational training program, and any person who is less than twenty-two (22) years of age and who is a student regularly enrolled in a high school, college, university or vocational training program; (11) Any individual employed in a feedstore operated primarily for the benefit and use of farmers and ranchers; or (12) Any individual working as a reserve force deputy sheriff.	40 O.S. § 197.4(d) - "Employer" means any individual, partnership, association, corporation, business trust, or any person or group of persons, hiring more than ten full-time employees or equivalent at any one location or place of business; provided, however, if an employer has less than ten full-time employees or equivalent at any one location or place of business but does a gross business of more than One Hundred Thousand Dollars (\$100,000.00) annually, said employer shall not be exempt under the provisions of this act. This act shall not apply to employers subject to the Fair Labor Standards Act of 1938, as amended, and who are paying the minimum wage under the provisions of said act, nor to employers whose employees are exempt. Oklahoma Department of Labor  Leslie Osborn <i>Commissioner of Labor</i> State Minimum Wage \$7.25 per hour Effective July 24, 2009 HOW DO UNIFORMS AFFECT MINIMUM WAGE? 40 O.S. § 197.17 - Business establishments that furnish uniforms to their employees may take credit against the minimum wage in an amount equal to the reasonable cost of furnishing the uniforms.	40 O.S. § 197.8 - The Commissioner, after investigation, shall promptly make his finding in writing as to whether or not additional wages are due the employee. If the Commissioner finds that additional wages are due, ten percent (10%) of such amount due shall be added as penalty for such wage deficiency. The Commissioner shall mail said findings to the employer and to the employee by certified mail. Payment by the employer and acceptance by the employee of the amount so determined by the Commissioner shall absolve the employer of any further liability to the employee with respect to wages claimed by the employee for the period he was employed by the employer. 40 O.S. § 197.9 - Any employer who is found by a court of competent jurisdiction to have paid an employee wages less than those to which such employee is entitled, under or by virtue of this act, shall be liable to such employee for double the full amount of such wages, less any amount actually paid to such employee by the employer, and for court costs, and such reasonable attorney fees as may be allowed by the court, which in no case shall be less than One Hundred Dollars (\$100.00). Any agreement between such employee and the employer to work for less than such wage rate shall be no defense to such action. WHAT IS THE CRIMINAL PENALTY FOR VIOLATIONS? 40 O.S. § 197.13 - Any employer, or the officer or agent of any corporation, who pays or agrees to pay to any employee less than the rate of compensation required by this act, upon conviction, shall be guilty of a misdemeanor and shall be punished by a fine of not more than Five Hundred Dollars (\$500.00), or by imprisonment in the county jail for not more than six (6) months, or by both such fine and imprisonment.

NOTICE:

State law requires employers to display this poster in such a manner so as to be accessible to all employees in each establishment under the control of the employer. It shall be unlawful to employ workers in any industry or occupation within the State of Oklahoma under conditions of labor detrimental to their health or morals and it shall be unlawful to employ workers in any industry within the State of Oklahoma at wages which are not adequate for their maintenance. Except as otherwise provided in the Oklahoma Minimum Wage Act, no employer within the State of Oklahoma shall pay any employee a wage of less than the current federal minimum wage for all hours worked.

409 NE 28th Street, 3rd Floor, Oklahoma City, Oklahoma 73105 Telephone 405-521-6100 Fax 405-521-6018 www.ok.gov/labor
Toll-free 1-888-269-5353

YOUR RIGHTS UNDER OKLAHOMA'S USERRA THE OKLAHOMA UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Oklahoma's USERRA, 44 O.S. § 4500 et seq., protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service in the Oklahoma state military forces. USERRA also prohibits employers from discriminating against past and present members of the Oklahoma state military forces, and applicants to the Oklahoma state military forces.

Oklahoma state military forces include the National Guard of the State of Oklahoma, which includes an army component and an air force component; the Oklahoma State Guard; and any other military force organized under the Constitution and laws of the State of Oklahoma when not in a status placing them under exclusive federal jurisdiction. Unless otherwise established by Oklahoma law, the unorganized militia or any other state military force that does not meet this definition shall not be considered part of the "state military forces."

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the Oklahoma state military forces and:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- are a past or present member of the Oklahoma state military forces;
- have applied for membership in the Oklahoma state military forces; or
- are obligated to serve in the Oklahoma state military forces;

Then an employer, including a state agency, may not deny you:

- initial employment;
- reemployment;
- retention in employment;
- promotion; or
- any benefit of employment

because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- If you leave your job to perform military service in the Oklahoma state military forces, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the service of the Oklahoma state military forces.
- Even if you don't elect to continue coverage during your service in the Oklahoma state military forces, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

- The Oklahoma Commissioner of Labor is authorized to investigate and receive complaints of Oklahoma USERRA violations.
- For assistance in filing a complaint, or for any other information on USERRA, contact the Oklahoma Department of Labor's Wage & Hour Division at 1-405-521-6100 or visit its website at <http://www.ok.gov/Labor>.
- If you file a complaint with the Oklahoma Department of Labor ("ODOL") against a state government employer and ODOL is unable to resolve it, you may request that your case be referred to the District Attorney with relevant jurisdiction for representation.
- You may also bypass the ODOL complaint process and bring a civil action against an employer for violations of Oklahoma's USERRA.

The rights listed here may vary depending on the circumstances. 44 O.S. § 4534 requires employers to notify employees of their rights under Oklahoma's USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



Public Employees Have a Right to a Safe & Healthful Workplace

The Oklahoma Occupational Health & Safety Standards Act of 1970 provides job safety and health protection for public workers. Rules have been adopted which include both employer and employee responsibilities. These include state, county, city and public school agencies and certain public trusts.

Responsibility of Employers

Public employers are responsible for workplace safety and health of employees. This includes written programs, processes and training.

Responsibility of Employees

Employees are responsible for following safety and health rules. This includes using equipment and personal protective devices properly.

Unsafe Equipment and/or Procedures

You have the right to bring unsafe equipment and/or procedures to the attention of a supervisor or the designated safety officer.

Adverse Action Remedy

You have the right to file a complaint with the Oklahoma Department of Labor for any adverse action taken against you for reporting hazards.

Employees' Right to File Complaint

You have the right to file a complaint with the Oklahoma Department of Labor concerning investigations of unsafe working conditions.

Employees' Right to View Certain Records

You have the right to view certain records regarding workplace injuries, illnesses, or fatalities for your agency. A summary for this information must be posted at your work site each year from February through April.

Employees' Right to View Their Files

You have the right to view or make copies of your medical records or records of your exposure to toxic and harmful substances or conditions.

Required Posting of this Notice

This notice must be posted in your workplace.

Contact Information

You may contact the Oklahoma Department of Labor at the website and toll-free number below or contact the Department direct: 3017 North Stiles, Suite 100, Oklahoma City, OK 73105, 405-521-6100, www.labor.ok.gov

IT'S THE LAW!

1-888-269-5353

www.labor.ok.gov

Oklahoma Department of Labor

Public Employee Occupational Safety & Health Unit



STATE OF OKLAHOMA

CHILD LABOR LAW

Section 71 et. seq. of Title 40 of the Oklahoma Statutes
Applicable to minors UNDER 16 years of age

Minimum Age	14 years of age																																	
Employment Certificate	Employment certificate is issued by the school and is required for all employed minors, including home schooled minors and minors from out-of-state working in Oklahoma. Employers are required to have an employment certificate from the school before a minor is allowed to work. Note to Issuing Officer(s): Minors <u>must comply</u> with compulsory School Laws, Title 70 Section 10																																	
Hours Standard	School in session – minors restricted to: - No more than three (3) hours per school day - No more than eight (8) hours per non-school day - No more than eighteen (18) hours per school week School not in session – minors restricted to: - No more than eight (8) hours per non-school day - No more than forty (40) hours per non-school week																																	
Break Periods	For every five (5) hours worked – Thirty (30) minute rest period For every eight (8) hours worked – One (1) hour rest period																																	
Times Standard	From Tuesday after Labor Day through May 31st – minors: - Can not work before 7:00 a.m. and not after 7:00 p.m. From June 1st through Labor Day – minors: - Can not work before 7:00 a.m. and not after 9:00 p.m.																																	
Prohibited Occupations	Occupations which threaten health and well-being include, but not limited to: <table><tr><td>Baking</td><td>Communications</td><td>Construction</td></tr><tr><td>Cooking</td><td>Coolers</td><td>Cutters</td></tr><tr><td>Demolition</td><td>Freezers</td><td>Fryers</td></tr><tr><td>Grills</td><td>Hoisting devices</td><td>Ladders</td></tr><tr><td>Loading</td><td>Machinery</td><td>Manufacturing</td></tr><tr><td>Mining</td><td>Motor vehicles</td><td>Mowers</td></tr><tr><td>Power-Driven</td><td>Processing</td><td>Public messenger</td></tr><tr><td>Public Utilities</td><td>Repair</td><td>Slicers</td></tr><tr><td>Storage</td><td>Transportation</td><td>Unloading</td></tr><tr><td>Warehouse</td><td>Weed eaters</td><td>Work rooms</td></tr><tr><td></td><td>Youth peddling</td><td></td></tr></table>	Baking	Communications	Construction	Cooking	Coolers	Cutters	Demolition	Freezers	Fryers	Grills	Hoisting devices	Ladders	Loading	Machinery	Manufacturing	Mining	Motor vehicles	Mowers	Power-Driven	Processing	Public messenger	Public Utilities	Repair	Slicers	Storage	Transportation	Unloading	Warehouse	Weed eaters	Work rooms		Youth peddling	
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For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243																																		

Oklahoma Department of Labor

1-888-269-5353

www.labor.ok.gov



OKLAHOMA
Employment Security Commission

UNEMPLOYMENT INSURANCE BENEFITS

NOTICE TO WORKERS

If you lose your job or if you work less than full time and get less than your full-time wages, you may be entitled to receive Unemployment Insurance (UI) benefits. You can obtain a free copy of "Reemployment Assistance for the Unemployed – Informational Booklet for Workers Who are Unemployed" by visiting the Oklahoma Employment Security Commission's website at www.oklahoma.gov/oesc/individuals. This document explains your rights and how to file an Unemployment Insurance (UI) claim.

The unemployment claim filing process can all be done online at <https://claimantportal.oesc.ok.gov>. If you have questions or need assistance, you may contact the Oklahoma Employment Security Commission's Service Center at (405) 525-1500 or visit an Oklahoma Works office. To find your nearest office, go to <https://oklahoma.gov/oesc/locations.html>.

EMPLOYERS: It is required by Sec. 2-502 of the Oklahoma Employment Security Act that you shall post and maintain this notice in places readily accessible to individuals in your employ.

PUBLIC EMPLOYEE JOB SAFETY & HEALTH PROTECTION

The Oklahoma Occupational Health & Safety Standards Act of 1970 provides job safety and health protection for public workers by promoting safe and healthful working conditions. As authorized by the Act, rules have been adopted to prevent accidents in all public work places, including public schools and all political subdivisions of city, county and state government. These rules include standards contained in the Federal Occupational Safety & Health Act of 1970 (OSHA) and other safety and health standards derived from national consensus standards.

EMPLOYERS	PROPOSED PENALTIES
Each public employer shall establish and maintain safe and healthful workplace conditions. Appropriate safety devices shall be used where necessary to protect the life, health and safety of all public employees. No employer shall interfere with the use of any method or process adopted for the protection of an employee or any other person lawfully within such place of employment. No employer shall fail to obey orders necessary to protect the life, safety and health of public employees. Public employers must allow their employees to participate in mandatory training and education programs.	The Attorney General, upon request of the Commissioner of Labor, shall bring an action against any person who violates any of the provisions of the Act or violates any order or determination of the Commissioner promulgated pursuant to the Act. Any public employer or political subdivision failing to comply with any standards or interfering with, impeding or in any manner obstructing the administration of standards pursuant to the provisions of the Act may be charged with a misdemeanor. Additionally, such employers or political subdivisions may be prevented, by cease and desist orders, from continuing such violation(s). Each day in which each violation occurs shall constitute a separate violation.
EMPLOYEES	VOLUNTARY COMPLIANCE
No public employee shall willfully remove, displace, damage, destroy, carry off or in any way interfere with the use of any safety device or safeguard furnished or provided for use in any place of public employment. No employee or agent of employees shall interfere with any method or process adopted for the protection of any employee or of any other person lawfully within such place of employment. No employee shall fail to obey orders necessary to protect the life, safety and health of public employees. Public employees must participate in mandatory training and education programs.	Safety and health education and training is the best way to help prevent and control occupational accidents. The Department of Labor provides public employers with free consultation services. The Department recognizes the outstanding efforts of participating employers.
INSPECTIONS	RECORDKEEPING REQUIREMENTS
Without prior notification, authorized inspectors from the Oklahoma Department of Labor may, at any reasonable time, enter and inspect public places of employment in order to investigate matters deemed appropriate, and to determine if any person is violating any provision of the Act or any standards promulgated pursuant to it.	Public employers must maintain accurate work-related injury, exposure and illness incident records. Employers are to use the OI-300 recordkeeping system or its substantial equivalent. Calendar year totals (excluding names of employees) must be posted no later than February 1st of the year following the calendar year to which the report applies. This information must remain posted through the month of April. Public employers are required to maintain written safety and health programs.
COMPLAINTS	POSTING INSTRUCTIONS
Public employees have the right to file a complaint requesting an investigation of unsafe or unhealthful conditions. No adverse personnel action may be taken against any employee who files a work place safety or health complaint. Employees who believe they have been discriminated against on this basis may file a complaint with the Oklahoma Department of Labor.	This poster must be displayed in one or more conspicuous places where notices to employees are customarily posted. For assistance or additional information, contact:
VIOLETIONS	
If upon inspection the Oklahoma Department of Labor believes a public employer has violated the Act, a notice alleging such violation(s) will be issued to the employer. The notice will specify the time frame in which each violation must be corrected or a response provided. The Commissioner of Labor may require the violation(s) be corrected immediately and/or the alleged violator appear before the Commissioner or a designated representative at a specified time and place to answer the charges.	

Oklahoma Department of Labor
Public Employee Occupational Safety & Health

409 NE 28th Street, Third Floor

Oklahoma City, OK 73105

405-521-6100

888-269-5353



Leslie Osborn

Commissioner of Labor



Oklahoma Department of Labor

www.labor.ok.gov



OKLAHOMA LAW PROHIBITS

DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, AGE, SEX OR GENETIC INFORMATION¹

Unlawful discrimination in employment occurs when a job applicant or employee is treated less favorably than others because of their race, color, religion, sex (which includes pregnancy), national origin, age, disability, or genetic information with respect to any terms, conditions, or privileges of employment, such as but not limited to hiring, promotion, transfer, pay, benefits, discipline, discharge, layoff, or recall.

Unlawful discrimination includes harassment because of one's race, color, religion, sex, national origin, age, disability, or genetic information. Unlawful sexual harassment includes requests for sexual favors in exchange for granting or denying favorable terms, conditions, or privileges of employment or threatening to take adverse employment action in response to rejecting a request for sexual favors.

Unlawful discrimination includes retaliation against a person because he or she has opposed a discriminatory practice, or because he or she has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing involving discrimination.

If you believe you have experienced unlawful discrimination in employment, you may file a complaint with:

Oklahoma Attorney General

Office of Civil Rights Enforcement

15 W. 6th Street, Suite 1000

Tulsa, Oklahoma 74119

(918) 581-2885

<http://www.ok.gov/oag>

Complaint forms are available at the Oklahoma Attorney General's website. Filing a complaint with the Office of Civil Rights Enforcement is a prerequisite to filing suit in court, but it does not conflict with or affect any other rights you may have under state or federal law, local ordinance, your employer's policies or procedures, or pursuant to a collective bargaining agreement.

To preserve your right to seek legal relief in court, you must file a complaint with the Office of Civil Rights Enforcement **within 180 days** of the last alleged act of discrimination.

¹ Title 25, Oklahoma Statutes, Section 1302

CC-Form-1A

Oklahoma Workers' Compensation Notice and Instruction to Employers and Employees

All employees of this employer who are entitled to benefits of the Administrative Workers' Compensation Act are hereby notified that this employer has complied with all rules of the Workers' Compensation Commission and that this employer has secured payment of compensation for all employees and their dependents in accordance with the Act. All employees are further notified this employer will furnish first aid, medical, surgical, hospital, optometric, podiatric, chiropractic and nursing services, medicine, crutches and other apparatus as may be reasonably necessary in connection with the injury received by the employee, as well as payments of compensation to any injured employee or the employee's dependents as provided in the Act.

Any employee who has suffered a compensable injury covered by the Administrative Workers' Compensation Act is entitled to vocational rehabilitation services, including retraining and job placement, if, as a result of the injury, the employee is unable to perform work for which the person has previous training or experience.

The Oklahoma Workers' Compensation Commission has a Counselor Division to provide information to injured workers, employers, and other interested persons. Mediation is available to help resolve certain workers' compensation disputes. For information, call the Counselor Division at 405-522-5308 or In-State Toll Free 855-291-3612.		Signature of Employer Insurer Name and Address Date of Expiration of Insurance Policy (Not applicable to employers authorized as self-insurers)
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Employee's Responsibilities In Case of Work Related Injury

If accidentally injured or affected by cumulative trauma or an occupational disease arising out of and in the course of employment, however slight, the employee should notify the employer immediately. If this employer is a partnership, notice shall be given to any partner. If this employer is a corporation, notice shall be given to any agent or officer of the corporation upon whom legal process may be served. Notice shall also be given to the person in charge of business at the location of operations where the injury occurred. Unless oral or written notice is given to the employer within thirty (30) days, the claim for compensation may be forever barred.

The employee may file a claim for compensation with the **WORKERS' COMPENSATION COMMISSION** for an accidental injury, death, cumulative trauma or occupational disease or illness occurring **ON OR AFTER** February 1, 2014. Forms to file a compensation claim should be furnished by this employer and also are available from the Workers' Compensation Commission. The forms are posted on the Commission's website, www.wcc.ok.gov.

A claim for compensation must be filed with the Commission within the time specified by law, or be forever barred. Based on law effective May 28, 2019, a claim for compensation for any accidental injury must be filed with the Commission within one (1) year of the date of injury or, if the employee has received benefits under Title 85A for the injury, six (6) months from the date of the last issuance of such benefits; a death claim must be filed within two (2) years of the date of death; a claim for compensation for occupational disease or illness must be filed within two (2) years of the last injurious exposure; and a claim for compensation for cumulative trauma must be filed within one (1) year of the date of injury.

Claims for compensation for accidental injury, death, cumulative trauma or occupational disease or illness occurring BEFORE February 1, 2014 may be filed with the WORKERS' COMPENSATION COURT OF EXISTING CLAIMS and are subject to different notice of injury requirements and claims filing deadlines than those for accidental injury, death, cumulative trauma or occupational disease or illness occurring on or after February 1, 2014. Failure to comply with applicable notice requirements and deadlines may operate to forever bar the claim. Contact the WORKERS' COMPENSATION COURT OF EXISTING CLAIMS for additional information.

Employer's Responsibilities

The employer must provide employees with immediate first aid, medical, surgical, hospital, optometric, podiatric, chiropractic, and nursing services, medicine, crutches and other apparatus as may be reasonably necessary in connection with the injury received by the employee. This applies to care for all injuries and illnesses arising out of and in the course of employment, regardless of their character. Within ten (10) days after the date of receipt of notice or knowledge of death or injury that results in the loss of life beyond the shift or medical attention away from the work site, the employer or the employer's representative MUST send a report thereof to the Workers' Compensation Commission via Electronic Data Interchange as specified in Commission rules.

No agreement by any employee to pay any portion of the premium paid by the employer to a carrier or a benefit fund or department maintained by the employer for the purpose of providing compensation or medical services and supplies as required by the workers' compensation laws, shall be valid. Any employer who makes a deduction for such purposes from the pay of any employee entitled to benefits under the workers' compensation laws shall be guilty of a misdemeanor.

No agreement by any employee to waive workers' compensation rights and benefits shall be valid.
Any person who commits workers' compensation fraud, upon conviction, shall be guilty of a felony punishable by imprisonment, a fine or both.

Workers' Compensation Commission

1915 North Stiles Avenue

Oklahoma City, Oklahoma 73105-4918

Tele. 405-522-5308 (OKC) • 1-829-5372 (TU) • In-State Toll Free 855-291-3612

Web Site • www.wccok.gov

Rev. 1-4-21

This notice must be posted and maintained by the employer in one or more conspicuous places on the work premises.