

1 ENGROSSED HOUSE  
2 BILL NO. 1833

By: Hefner, Miller, Provenzano,  
and Deck of the House

3 and

4 Kirt of the Senate

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6  
7 An Act relating to labor; creating the Rethinking  
8 Paying Subminimal Wage to Persons with Disabilities  
9 Task Force; providing the purpose for the Task Force;  
providing for membership; providing rules for  
reporting; setting an end date; providing for  
codification; and providing an effective date.

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

14 SECTION 1. NEW LAW A new section of law to be codified

15 in the Oklahoma Statutes as Section 365 of Title 40, unless there is  
16 created a duplication in numbering, reads as follows:

17 A. There is hereby created until November 1, 2027, the

18 Rethinking Paying Subminimal Wage to Persons with Disabilities Task  
19 Force.

20 B. The Task Force shall study and develop a plan to phase out

21 the practice of paying workers with disabilities subminimum wages  
22 under 14(c) certificate programs in Oklahoma. The Task Force shall  
23 study, review, and make recommendations on the following, with a  
24 focus on transitioning workers with disabilities currently being

1 paid subminimum wages under 14(c) certificates to competitive,  
2 integrated employment at or above minimum wage, and when  
3 appropriate, alternative meaningful day programs for those not able  
4 or wanting to move to competitive, integrated employment:

5       1. Identify potential obstacles and negative impacts of phasing  
6 out subminimum wages and 14(c) use in Oklahoma; and

7       2. Develop a plan for phasing out subminimum wages and 14(c)  
8 use in Oklahoma that:

9           a. reduces potential negative impacts and maximizes the  
10              potential for successful transition to competitive,  
11              integrated employment,

12           b. includes alternative meaningful day programs for those  
13              individuals who do not wish to transition to  
14              competitive, integrated employment or for those for  
15              whom it is not appropriate, and

16           c. establishes an appropriate timeline for phasing out  
17              subminimum wages.

18       C. The Task Force shall consist of eleven (11) members as  
19 follows:

20       1. The Secretary of Commerce and Workforce Development;

21       2. A member of the Oklahoma House of Representatives, appointed  
22 by the Speaker of the House;

23       3. A member of the Oklahoma State Senate, appointed by the  
24 President Pro Tempore;

1       4. A representative from the Oklahoma Disability Law Center,  
2 appointed by the President Pro Tempore of the Oklahoma State Senate;

3       5. A representative from the Oklahoma state chapter of the  
4 Association of People Supporting Employment First, appointed by the  
5 Speaker of the House;

6       6. A self-advocate who is currently enrolled or previously  
7 employed at subminimum wage, appointed by the Board of the Oklahoma  
8 Developmental Disabilities Council;

9       7. A parent or family member of a person with a disability who  
10 has successfully transitioned from subminimum wage to competitive,  
11 integrated employment, appointed by the Board of the Oklahoma  
12 Developmental Disabilities Council;

13       8. A director of a program who previously held a 14(c)  
14 certificate and successfully transitioned to community integrated  
15 employment, appointed by the Governor;

16       9. A private employer who employs individuals with  
17 disabilities, appointed by the Governor;

18       10. The Director of the Department of Human Services  
19 Developmental Disabilities Services or his or her designee; and

20       11. The Director of the Oklahoma Department of Rehabilitation  
21 Services or his or her designee.

22       D. The member of the Oklahoma House of Representatives and the  
23 member of the Oklahoma State Senate shall serve as co-chairs of the  
24 Task Force. Appointments to the Task Force shall be made within

1    thirty (30) days after the effective date of this act. Meetings of  
2    the Task Force shall be held at the call of either co-chair of the  
3    Task Force. Members shall serve at the pleasure of their appointing  
4    authorities. A majority of the members of the Task Force shall  
5    constitute a quorum to transact business, but no vacancy shall  
6    impair the right of the remaining members to exercise all of the  
7    powers of the Task Force. Except as otherwise provided, a vacancy  
8    on the Task Force shall be filled by the original appointing  
9    authority. If the original appointing authority fails to make an  
10   appointment within thirty (30) days after the effective date of this  
11   act, a majority of the members of the Task Force who have been  
12   appointed may fill the vacancy to the open position. Staff support  
13   for the Task Force shall be provided by the staff of the Oklahoma  
14   House of Representatives and the Oklahoma State Senate. The  
15   Oklahoma Department of Career and Technology Education, Oklahoma  
16   State Regents for Higher Education, Office of Disability Concerns,  
17   Oklahoma Department of Rehabilitation Services, Oklahoma Health Care  
18   Authority, Department of Human Services, and the State Use Committee  
19   of the Office of Management and Enterprise Services shall provide  
20   support and information as requested by the Task Force.

21       E. Members of the Task Force shall receive no compensation for  
22   serving on the Task Force, but may receive travel reimbursement,  
23   contingent on the availability of private funds for this purpose.  
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1       F. The Task Force may seek the assistance of the Legislative  
2 Service Bureau or the State Board of Education to contract with an  
3 independent consultant as necessary to fulfill the duties specified  
4 in this section, contingent on the availability of funds.

5       G. The Task Force shall submit a final report by January 1,  
6 2028, to the Governor, the President Pro Tempore of the Oklahoma  
7 State Senate, and the Speaker of the Oklahoma House of  
8 Representatives.

9 SECTION 2. This act shall become effective November 1, 2025.

10 Passed the House of Representatives the 26th day of March, 2025.

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Presiding Officer of the House  
of Representatives

15 | Passed the Senate the \_\_\_\_\_ day of \_\_\_\_\_, 2025.

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Presiding Officer of the Senate