

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 COMMITTEE SUBSTITUTE  
FOR  
4 SENATE BILL 481

By: Deever

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7 COMMITTEE SUBSTITUTE

8 An Act relating to public employees; prohibiting  
9 certain public employees from participating in  
certain forms of protest under certain circumstances;  
10 providing exceptions; prohibiting use of certain  
publicly owned or funded equipment or assets for  
certain purposes; providing for codification;  
11 providing an effective date; and declaring an  
emergency.

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

15 SECTION 1. NEW LAW A new section of law to be codified  
16 in the Oklahoma Statutes as Section 840-2.31 of Title 74, unless  
17 there is created a duplication in numbering, reads as follows:

18 A. No public employee, including an employee of a state agency,  
19 a political subdivision, or a school district, whose salary or wages  
20 are paid with taxpayer dollars may speak on or participate in a  
21 matter of public concern deemed a matter of larger societal  
22 significance or importance, either as an individual or as an  
23 organized form of protest, during the employee's normal work hours;  
24 provided, a public employee is authorized to engage in such conduct

1 during normal work hours if the employee uses annual leave and the  
2 actions of the employee will not create an undue burden on the  
3 employer's interests in an efficient, disruptive-free workplace.

4       B. In no event shall a public employee use assets or equipment  
5 owned by the state, a political subdivision, or a school district  
6 for any purpose, other than at school events or for express purposes  
7 outlined in the employee's job description, for conduct pursuant to  
8 subsection A of this section, including, but not limited to:

9           1. Computer equipment, including equipment that facilitates the  
10 use of email, text messaging, or social media from any state-owned,  
11 -leased, or -funded devices;

12           2. Transportation equipment, including any vehicles, school  
13 buses, trailers, or other modes of transportation; or

14           3. Any other materials, including food, sound equipment, or  
15 material utilizing the employer emblem, insignia, or symbol.

16       SECTION 2. This act shall become effective July 1, 2025.

17       SECTION 3. It being immediately necessary for the preservation  
18 of the public peace, health or safety, an emergency is hereby  
19 declared to exist, by reason whereof this act shall take effect and  
20 be in full force from and after its passage and approval.

22       60-1-1658           RD           2/25/2025 12:30:06 PM