

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 60th Legislature (2025)

4 COMMITTEE SUBSTITUTE
FOR ENGROSSED
SENATE BILL NO. 250

5 By: Thompson of the Senate

6 and

7 Duel of the House

10 COMMITTEE SUBSTITUTE

11 An Act relating to the Oklahoma Minimum Wage Act;
12 amending 40 O.S. 2021, Section 197.16, which relates
13 to tips, gratuities, meals, or lodging; updating
statutory reference; allowing for alternate
computation for wage under certain conditions;
14 updating statutory language; and providing an
effective date.

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

18 SECTION 1. AMENDATORY 40 O.S. 2021, Section 197.16, is
19 amended to read as follows:

20 Section 197.16. A. To compute the minimum wage of any employee
21 coming within the purview of ~~this act~~ the Oklahoma Minimum Wage Act,
22 credit toward the minimum required wage ~~must~~ shall be given for any
23 tips or gratuities, meals, or lodging received by the employee ~~up to~~
24 ~~but not exceeding fifty percent (50%) of said wage provided that the~~

1 | employer pays a cash wage not less than required under 29 C.F.R.

2 | Section 531.50(a)(1).

3 | B. To compute the minimum wage of any employee coming within
4 | the purview of the Oklahoma Minimum Wage Act should the minimum wage
5 | exceed the current federal minimum wage, credit toward the minimum
6 | required wage may be given for any tips or gratuities, meals, or
7 | lodging received by the employee.

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

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10 | COMMITTEE REPORT BY: COMMITTEE ON COMMERCE AND ECONOMIC DEVELOPMENT
OVERSIGHT, dated 04/23/2025 - DO PASS, As Amended.
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