

Oklahoma Intercollegiate Legislature
2nd Session of the 57th Legislature (2026)

Senate Bill No. OSU-011

By: Whittington (OSU)

AS INTRODUCED

An act relating to minimum wage; providing a short title; amending 40 O.S. § 40-197.2; ~~providing implementation and phase-in~~; and providing an effective date.

BE IT ENACTED BY THE STATE OF OKLAHOMA

Section 1. This act shall be known as the “Pay Us A Living Wage” Act of 2026.

Section 2. AMENDATORY 40 O.S. § 40-197.2 is amended to read as follows:

- A. 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~~ to each employee a wage of less than ~~the current federal minimum wage for all hours worked~~ ten dollars and thirty-three cents (\$10.33) per hour, or the federal minimum wage, whichever is greater.
- B. For employees who customarily and regularly receive tips, an employer may pay a wage below the minimum wage specified in this section, provided that the employee’s combined wages and tips are not less than ten dollars and thirty-three cents (\$10.33) per hour. If the employee’s tips are insufficient to meet this amount, the employer shall pay the difference.
- C. Nothing in this section shall be construed to reduce any wage currently required under federal or state law.

D. Implementation and Phase-In

Beginning one hundred and eighty (180) days after passage and approval, the minimum wage shall be increased to nine dollars (\$9.00) per hour.

~~Section 3. — Implementation and Phase-In~~

- ~~A. Beginning one hundred and eighty (180) days after passage and approval, the minimum wage shall be increased to nine dollars (\$9.00) per hour.~~
- ~~B. Beginning one (1) year after passage and approval, the minimum wage shall be increased to ten dollars and thirty-three cents (\$10.33) per hour.~~
- ~~C. The provisions of Section Two (2) of this act shall apply upon full implementation of Subsection B of this section.~~

Section 3. This act shall become effective one hundred and eighty (180) days after passage and approval.

AMENDMENTS

- 1. Amending Page 1, Section 3. Strike Section 3. Submitted by Diaz, Seconded by Wick.**

PASSED IN COMMITTEE

- 2. Amending Page 1, Section 2. Add new Sub-Section D: “ Implementation and Phase-In Beginning one hundred and eighty (180) days after passage and approval, the minimum wage shall be increased to nine dollars (\$9.00) per hour. “ Submitted by Diaz, Seconded by Wick.**

PASSED IN COMMITTEE

- 3. Amending Page 1, Line 6. Strike “ providing implementation and phase-in;”. Submitted by Diaz, Seconded by Wick.**

PASSED IN COMMITTEE