



STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT

"Serving Equal Opportunity Employers"

OPM 03-13

DATE: April 3, 2003
TO: All Appointing Authorities
FROM: Oscar B. Jackson, Jr., Administrator and
Cabinet Secretary of Human Resources and Administration
RE: HR-Related Legislation

On March 31, 2003, Governor Brad Henry signed Enrolled House Bill 1114 and Enrolled House Bill 1127. Both bills were effective upon signing.

House Bill 1114 (Erwin/Gumm) amends Title 74, Section 842 of the Oklahoma Statutes to require state agencies, effective July 1, 2003, to allow product vendors that have an authorized payroll deduction for state employees pursuant to Title 62, Section 7.10 of the Oklahoma Statutes reasonable access to state employees to provide information concerning their products. House Bill 1114 restricts this access to scheduled breaks or during periods immediately before or after normal work hours; state facilities that operate 24 hours a day must allow access to vendors during each shift. House Bill 1114 also provides that this access must not disrupt or interfere with the business of the agency, and that state funds may not be utilized to accommodate this access.

House Bill 1114 provides that the Administrator of the Office of Personnel Management may promulgate rules necessary to implement this section. At this time, OPM does not have plans to adopt rules for this purpose. Thus, it will be the responsibility of each state agency to determine how it will comply with the provisions of House Bill 1114. Information regarding product vendors and products approved for payroll deduction pursuant to Title 62, Section 7.10 of the Oklahoma Statutes is available on the OPM Website at http://www.opm.state.ok.us/html/admn-serv_finance.htm.

House Bill 1127 (Lerblance/Gumm) amends Title 74, Section 840-6.3 of the Oklahoma Statutes to require the Merit Protection Commission to adopt rules prohibiting supervisors from considering incidents that occurred longer than four years before an offense in order to move to a higher level of discipline. House Bill 1127 provides that this prohibition does not apply to criminal activity, sexual misconduct and/or harassment, racially discriminatory behavior and/or harassment, threats or acts of violence against employees in the workplace, and drug and/or alcohol use or abuse on the job. The Merit Protection Commission will provide additional information to state agencies regarding the implementation of House Bill 1127.

You may view these bills and other legislation on <http://www.lsb.state.ok.us/>.

*"We serve the people of Oklahoma by delivering reliable and innovative
human resource services to our partner agencies to achieve their missions."*