

Bill Summary
1st Session of the 59th Legislature

Bill No.:	SB 1856
Version:	HASB
Author:	Sen. Stewart
Date:	05/20/2024

Bill Analysis

SB 1856 allows the appointing authority to consider a low job performance evaluation as a factor when implementing a reduction-in-force provided the low job performance was conducted within the last 12 months. The measure prohibits a reduction-in-force from being used as a retaliatory action. The measure also repeals statutes providing for voluntary buyouts.

Repealer: 74 O.S. Sections [840-2.28](#), [840-2.28A](#), and [840-2.28B](#)

House Amendments

HA's to SB 1856 adds language requiring the job performance to have occurred within the last 12 months of the reduction-in-force. HA's also prohibit a reduction-in-force from being used as a retaliatory action.

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