



THE STATE CHAMBER

2025 Legislative Session Recap with NABIP - OKC

Emily Crouch
The State Chamber of Oklahoma

State Chamber: A Different Focus

- **Statewide Focus:** Advocates for businesses across Oklahoma at the state and federal levels.
- **Policy Leadership:** Shapes key issues like economic development, energy, workforce, and infrastructure.
- **Data-Driven Impact:** Supports long-term solutions through the State Chamber Research Foundation.
- **Leadership Opportunities:** Engage in policy committees and statewide board roles.

Big Picture: Local chambers serve a critical role in communities—we drive statewide business success.



LEGAL REFORM

TALENTED SOLUTIONS GROWTH
MODERNIZE CONTRACTS INNOVATIVE

PROSPEROUS SECURE CHILD CARE JOBS
STRONGER ALIGNMENT EFFECTIVE



THE STATE CHAMBER

WORKFORCE

TALENTED EDUCATION COMMISSION SIMPLIFY
SIMPLIFY PRIVATE SECTOR TRANSPARENCY

INNOVATIVE COMPETITIVE LONG-TERM INVESTMENT

SOLUTIONS **TAXES** INCENTIVIZE
ACCOUNTABILITY

2025 ANNUAL AGENDA



THE STATE CHAMBER

2025 Session

- **3,260 bills filed in January:**
 - 1,185 bills from the Senate
 - 1,928 bills from the House
 - Filed in Title 36? Approximately 125 bills
- **Lawmakers sent 527 bills to the Governor's desk:**
 - 133 were signed into law,
 - 367 became law without signature,
 - 69 were vetoed, and
 - 50 vetoes were overridden.



THE STATE CHAMBER

Bills Signed/LWOS/Vetoed/Overridden

Benefit/coverage mandates

- HB 1389 – Requires additional screening types for certain diagnostic breast cancer health treatments
- SB 109 – Requires plans to include genetic testing and cancer screenings
- SB 176 – Requires coverage for a three-month initial supply and a six-month resupply of contraceptives

TO REVIEW THE BILLS, USE THIS SEARCH PAGE:

<https://www.oklegislature.gov/BasicSearchForm.aspx>



THE STATE CHAMBER

Bills Signed/LWOS/Vetoed/Overridden

Prescription drugs

- SB 789 - Requires PBMs that lease a provider network to provide more transparency.
- SB 993 – Adjusts claim limits for PBMs and sets various standards related to audits
- HB 2048 - Creates the 340B Nondiscrimination Act which prohibits health insurers and pharmacy benefits managers from reimbursing 340B entities for certain drugs at reduced rates or engaging in other discriminatory actions.
- SB 773 - Removes administration of pharmacy discount cards from the definition of pharmacy benefits management and allows the Attorney General to collect certain prescription data while investigating noncompliance complaints. (VETOED)

TO REVIEW THE BILLS, USE THIS SEARCH PAGE: <https://www.oklegislature.gov/BasicSearchForm.aspx>



THE STATE CHAMBER

Bills Signed/LWOS/Vetoed/Overridden

Administrative/financial

- SB 1050 - Decreases the window for insurers to request a refund from insureds (from 12 months to 6 months) or providers (from 18 months to 12 months)
- SB 1067 - Authorizes local government entities to submit ambulance services rates to OID and requires a database of the rates submitted and report to the Legislature; sunsets the rates in 2027.
- Prior Authorizations: HB 1808, HB 1810, HB 1811
- SB 438 - Requires health insurers to notify health care providers of fees associated with credit card payments.
- SB 515 - Allows individuals to pay out of pocket for health care services and requires their carrier to count the amount spent towards their deductible.

TO REVIEW THE BILLS, USE THIS SEARCH PAGE: <https://www.oklegislature.gov/BasicSearchForm.aspx>



THE STATE CHAMBER

Bills Signed/LWOS/Vetoed/Overridden

Administrative/financial (*continued*)

- SB 889 - Requires hospitals to maintain and provide public digital access to a list of all standard charges for hospital items and services.
- SB 1019 - Prohibits limiting the duration of anesthesia coverage

Miscellaneous

- HB 1512 - Grants the Insurance Commissioner authority over individual marketplace
- HB 2108 - Administration of state employee health plan now resides at Oklahoma Health Care Authority
- Scope of practice – APRNs & PAs expanded (HB 2298, HB 2584)

TO REVIEW THE BILLS, USE THIS SEARCH PAGE:

<https://www.oklegislature.gov/BasicSearchForm.aspx>



THE STATE CHAMBER

Dormant Bills – Look out for in 2026

DORMANT - Benefit/coverage mandates

- Mandate Review Process & Impact Analysis (HB 1161, SB 1096)

DORMANT - Prescription drugs

- Dispensing fees to pharmacists – proposing \$11 to \$15 per prescription
- Point of sale rebates – requiring rebates to be remitted to patient at POS (HB 2817, SB 1025)
- Notice prior to renewal – if drug list changes/items are removed (HB 1479)
- Fiduciary duty for PBMs (SB 161)

TO REVIEW THE BILLS, USE THIS SEARCH PAGE: <https://www.oklegislature.gov/BasicSearchForm.aspx>

THE UNKNOWN
COSTS OF HEALTH
CARE MANDATES

STATE
CHAMBER
RESEARCH
FOUNDATION





THE STATE CHAMBER

Dormant Bills – Look out for in 2026

DORMANT - Administrative/financial

- Allows third parties to take legal action against insurers for bad faith refusal, untimely pre-authorization, or denial of claims in district courts (HB 2144)
- Prohibits use of AI and machine learning-enabled devices in health care settings (HB 1915)
- Requiring Medical Loss Ratios for Dental Plans/reporting to OID (HB 2805, SB 1101)
- Prohibits surprise bills to insureds for out-of-network medical care and sets required standards for reimbursement (SB 1047)

DORMANT - Miscellaneous

- Right to Shop (HB 1119, HB 1853, SB 1048)

TO REVIEW THE BILLS, USE THIS SEARCH PAGE: <https://www.oklegislature.gov/BasicSearchForm.aspx>



THE STATE CHAMBER

Legislative Engagement & Impact

- What keeps you up at night (*related to your industry* 😊)?
- How engaged are you or your clients in the legislative process?
- What issues-topics are most concerning?
- State or federal law changes – what's more impactful?



THE STATE CHAMBER

State Question 832 (SQ 832)



State Question 832 seeks to untie Oklahoma from the federal minimum wage. If approved, it would increase Oklahoma's state mandated minimum wage beginning in 2025 to \$9 per hour and continue with annual wage increases until 2029. Beginning in 2030, the wage will increase with the cost of living, as measured by the U.S. Department of Labor's Consumer Price Index.



THE STATE CHAMBER

Minimum Wage Increases



Year	Minimum Wage
2025	\$9 per hour
2026	\$10.50 per hour
2027	\$12 per hour
2028	\$13.50 per hour
2029	\$15 per hour
2030 and beyond	Increases with the cost of living as measured by the U.S. Dept. of Labor's Consumer Price Index for Urban Wage Earners and Clerical Workers



Estimated Minimum Wage Based On Average Inflation



Year	20 yr avg	10 yr avg	5 yr avg	3 yr avg
2030	\$15.00	\$15.00	\$15.00	\$15.00
2031	\$15.39	\$15.40	\$15.62	\$15.89
2032	\$15.79	\$15.80	\$16.27	\$16.83
2033	\$16.19	\$16.22	\$16.94	\$17.83
2034	\$16.61	\$16.65	\$17.64	\$18.89
2035	\$17.04	\$17.08	\$18.37	\$20.01
2036	\$17.48	\$17.53	\$19.13	\$21.20
2037	\$17.94	\$18.00	\$19.93	\$22.46
2038	\$18.40	\$18.47	\$20.75	\$23.79
2039	\$18.88	\$18.96	\$21.61	\$25.20
2040	\$19.37	\$19.46	\$22.50	\$26.69
2041	\$19.87	\$19.97	\$23.44	\$28.28
2042	\$20.38	\$20.50	\$24.41	\$29.96
2043	\$20.91	\$21.04	\$25.42	\$31.73
2044	\$21.45	\$21.59	\$26.47	\$33.62
2045	\$22.00	\$22.16	\$27.56	\$35.61



Sign Up for Alerts



Timeline Milestones

- Signature Circulation: April 14- July 15, 2024 (92,263)
- Attorney General Ballot Title Revision (Transmitted to OSC 8/9)
- Governor Set Election Date: June 2026 Primary

2025 ANNUAL AGENDA

WORKFORCE

Workforce Commission Funding

- Adequately invest in the Workforce Commission to ensure the state can meet the workforce needs of Oklahoma's economy through initiatives like the workforce data hub, fully staffing the commission, implementing various programs, and other efforts that promote prosperity for Oklahomans.

Work-Based Learning

- Eliminate barriers and liability for businesses providing experiential learning for Oklahoma students.

A-F Report Card

- Change the state's A-F Report Card to focus on improved career readiness for K-12 students and schools.

Child Care

- Create a tax incentive for employers that support workers' childcare needs, whether by providing on-site childcare, reserving space at local centers, or offering employees financial assistance for out-of-pocket childcare expenses.

LEGAL REFORM

- Ensure transparency measures are in place to prevent third parties from abusing our legal system by funding litigation and unnecessary lawsuits.
- Protect business and their contractors from undue liability and government intrusion into private contracts.

TAXES

- Support simplification of individual income tax brackets to make our code more competitive.
- Support modernization of the corporate income tax by eliminating outdated procedures to determine a business' overall tax bill.



THE STATE CHAMBER



QUESTIONS?

Thank you!

Emily Crouch

ecrouch@okstatechamber.com