

## THE GIST

**State Question 832** would raise the minimum wage to \$15 an hour by 2029, then starting in 2030, it would update annually based on increases to the cost of living.

As written, SQ 832 would have raised the minimum wage to \$9 in 2025, then gradually increased it by \$1.50 each year until it reached a total of \$15 in 2029. However, **due to the timing of the vote**, the first increase would be to \$12 an hour in order to align with the schedule proposed in the ballot measure.

**State Question 832** would gradually raise the state's minimum wage to \$15, and update annually based on increased cost of living.

## BACKGROUND INFORMATION

Oklahoman's minimum wage is tied to the federal minimum wage, meaning that the last time it was increased was in 2009. There have been various attempts to update the minimum wage since then, but none have been successful.

In 2024, volunteers began to collect signatures to pass a minimum wage increase via the initiative petition, a process that allows Oklahomans to pass legislation by putting it to a vote by the people. After the Oklahoma Secretary of State verified the collected signatures in September 2024, the governor scheduled the election for June 16, 2026.

## BALLOT LANGUAGE

This measure amends the Oklahoma Minimum Wage Act ("OMWA") under the Oklahoma Statutes to increase the state minimum wage. Employers must pay employees at least \$9 per hour beginning in 2025, increasing \$1.50 annually for a final rate of \$15 per hour in 2029. Beginning in 2030 and continuing indefinitely, the minimum wage would automatically increase annually based on the increase in the cost of living, if any, as measured by the U.S. Department of Labor's Consumer Price Index for Urban Wage Earners and Clerical Workers; the minimum wage increase would continue with any successor agency or index. Such increase would also not require approval from Congress or the Oklahoma Legislature. This measure eliminates several exemptions in the current OMWA, including the exemptions for employers subject to the federal Fair Labor Standards Act; part-time employees; certain students and individuals under age 18; farm and agricultural workers; domestic service workers; newspaper vendors or carriers; and feedstore employees. Effectively, eliminating these exemptions results in current employees not covered by the OMWA now being entitled to the minimum wage. The measure also repeals title 40, section 197.5

Federal and state employees will not be covered under the OMWA. Volunteers; employers with ten or fewer employees and grossing \$100,000 or less; some employees of carriers engaged in interstate commerce; employees working in a bona fide executive, administrative, or professional capacity; outside salesmen; and reserve deputy sheriffs will remain excluded from the OMWA's coverage. Because counties, municipalities, and school districts are not excluded, a fiscal impact on the State will result, possibly necessitating a revenue increase by new taxes or elimination of existing services. The measure will be effective the January 1 following approval and will not apply retroactively.

SHALL THE PROPOSAL BE APPROVED?

FOR THE PROPOSAL – YES; AGAINST THE PROPOSAL – NO

A "YES" vote is a vote in favor of this measure. A "NO" vote is a vote against this measure.

**OVER →**

## SUPPORTERS SAY...

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Oklahoma's minimum wage has not changed since 2009, yet the cost of living has increased by more than 50 percent during that time.



More than 350,000 Oklahomans are expected to benefit from the measure, either directly or indirectly, including workers in retail, food service, health care, and child care.



Workers with more money in their pockets often spend it locally, helping support local businesses and communities.



Small businesses can absorb wage increases and reap benefits like lower employee turnover and increased productivity.



There are 16 other states that tie their minimum wage to the Consumer Price Index. This would ensure Oklahomans don't have to wait for politicians to act to see their wages increase.

## OPPONENTS SAY...

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Wages should be set by the market, not by government mandates.



Small businesses will be forced to pass on the cost of higher minimum wages to consumers.



Raising the minimum wage could force small businesses to cut jobs or reduce hours.



Higher minimum wages reduce job opportunities for teenagers and low-skilled workers.



Increasing the minimum wage off a federal index is undemocratic and ignores the local economic situation.

**State Question 832** will appear on the statewide Oklahoma ballot on  
**June 16, 2026**