

○ **PRIVATE EMPLOYMENT AGENCY LAW**

*STATUTORY CITATION:* Okla. Stat. Title 40, §§ 52 – 57

*RELATED REGULATIONS:* Okla. Admin. Code §§ 380:10-1-1 – 380:10-1-10

*GENERAL SUMMARY:* Any person, firm or corporation that, for a fee, procures employment for workers seeking a job, or provides information as to where jobs may be obtained, must first obtain a license from the state to do so. Among other conditions for receipt of a license, the agency or agent must obtain a bond — in the amount of \$5,000 in the first year, \$3,000 in the second year, and \$1,000 each year thereafter. The private employment agency law limits the fees such businesses may charge for their services, and requires employment agents to keep detailed records of their job placement activities and to observe prescribed rules of fair practice.

*PROVISIONS APPLICABLE TO AGRICULTURE:* Provided the person employing the workers pays their wages, pays Social Security and unemployment insurance taxes, carries required workers' compensation insurance, and is responsible for the workers' performance on the job, the private employment agency law **does not apply** to anyone (implicitly including a farm labor contractor or crew leader) who employs workers to perform temporary or part-time services for or under the direction of a third person (such as a farm operator).

*ADMINISTRATION AND ENFORCEMENT*

PRIMARY ENFORCEMENT AGENCY — *Safety Standards and Licensing Division, Oklahoma Department of Labor, Oklahoma City, Oklahoma 73105.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*