**Oklahoma Payroll Taxes**

**OK State Income Tax Withholding**

Oklahoma Tax Commission’s (OTC) withholding tax website: <https://oklahoma.gov/tax/businesses/withholding.html>

**Who Must Withhold OK State Income Taxes**

Employers who pay wages or other compensation to employees for services performed within OK state are required to withhold for OK state income taxes. Employers need to establish an OK employer’s withholding tax account. OK employers’ withholding tax accounts may be established online using Oklahoma Taxpayer Access Point (OkTAP) at: <https://oktap.tax.ok.gov>. OTC encourages employers to register and use OkTAP to make remittances and file reports.

After registration with the OTC employers will be assigned an account number for each registered account. Account numbers must be used by the employer for all returns and correspondence with the OTC.

Employers are required to remit OK income tax withheld according to the following:

* Employers who withhold less than $500 per quarter will remit quarterly.
* Employers who are required to follow the federal semi-weekly reporting schedule must report to Oklahoma in the same manner.
* All other employers will remit monthly.

Wage returns are due quarterly on or before the 20th day of the month following each calendar quarter.

Employers with Oklahoma withholding/wage detail are required to submit both W-2 and W-3 information to the OTC no later than January 31 of the following year. Employers or their payroll providers are required to use OkTAP to either upload files or manually enter the information directly into OkTAP. Wage detail will follow the same electronic submission and file layout requirements as defined by EFW2 (Social Security Administration Publication No. 42-007); with few exceptions.

**OK W-4 Requirements**

Oklahoma employees must complete Form OK-W-4, Employee’s State Withholding Allowance Certificate <https://oklahoma.gov/content/dam/ok/en/tax/documents/forms/businesses/general/OK-W-4.pdf>

**OK State Unemployment Insurance**

In general, workers are covered by the unemployment law of the state in which the work is performed. Oklahoma employers are required to report and pay unemployment insurance tax to the Oklahoma Employment Security Commission (OESC).

Governmental employers may elect to make reimbursing payments in lieu of contributions. Rather than paying contributions based on a tax rate derived from their experience history, reimbursing employers make payments based on the full amount of benefits paid to former employees for wages which are attributable to their employ.

Employers can submit the OES-1, Application for Oklahoma Unemployment Insurance Tax Account Number, online through EZ Tax Express: <https://eztaxexpress.oesc.state.ok.us/> to obtain an OK SUTA account number. Employers will be notified by mail once the account is established.

Subject employers must file quarterly UI wage reports by the last day of the month following the end of each calendar quarter.



Beginning January 1, 2017, all employers and third-party administrators (TPAs) are required to file Oklahoma Employer’s Quarterly Contribution Reports electronically via EZ Tax Express.

Oklahoma has adopted the Interstate Reciprocal Coverage Arrangement for unemployment insurance. Under this arrangement, if an employee works in more than one state, an employer may elect to cover all the services of such a worker in any state in which: (1) any part of the worker's service is performed, (2) the worker has his or her residence, or (3) the employer maintains a place of business. The agreement should be initiated through the state where the employer wants to report the payroll. A Washington employer may request to elect reciprocal coverage with another state by following the filing process outlined by Washington Administrative Code 192-300-150: <https://app.leg.wa.gov/wac/default.aspx?cite=192-300-150>.

**OK State Workers’ Compensation**

In Oklahoma every employer, with a few exceptions, is required by law to carry workers' compensation insurance, or "secure compensation" for its employees, as defined by law. Employers may buy their insurance from a private insurance company. Employers may also meet their obligation under law to secure compensation for their employees by obtaining approval from the Commission to become a self-insured employer, by becoming a member of a Commission-approved group self-insurance association, or by becoming a "qualified employer", with approval by the Oklahoma Insurance Department.

Washington State Department of Enterprise Services (DES) administers a Workers' Compensation Insurance program for state workers. If your employee works outside of Washington in a single other state for more than 30 days (240 hours) per year, **your agency must work with DES** to insure your out-of-state employee. For more information, contact Kimberly Haggard kimberly.haggard@des.wa.gov at DES Risk Management.

**OK State Paid Family / Medical Leave**

Oklahoma does not have a paid family and medical leave program as of 12/06/2023.

**Helpful resources for Oklahoma**

OTC Help Center: [tax.ok.gov](https://oklahoma.gov/tax.html) or (405) 521-3160

OK Unemployment Insurance Employer’s Guide: <https://oklahoma.gov/content/dam/ok/en/oesc/documents/forms/oes-forms/OES-175.pdf>

OESC Employer Resources and Forms: <https://oklahoma.gov/oesc/employers/employer-resources-and-forms.html>

OESC Frequently Asked Questions – Employers: <https://oklahoma.gov/oesc/employers/faqs-employers.html>

OK Workers’ Compensation Commission website: <https://www.ok.gov/wcc/>