

1-1 By: Creighton, et al. S.B. No. 14
 1-2 (In the Senate - Filed March 11, 2021; March 11, 2021, read
 1-3 first time and referred to Committee on Business & Commerce;
 1-4 March 31, 2021, reported adversely, with favorable Committee
 1-5 Substitute by the following vote: Yeas 6, Nays 3; March 31, 2021,
 1-6 sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13		X		
1-14		X		
1-15	X			
1-16	X			
1-17		X		

1-18 COMMITTEE SUBSTITUTE FOR S.B. No. 14 By: Creighton

1-19 A BILL TO BE ENTITLED
 1-20 AN ACT

1-21 relating to the regulation by a municipality or county of certain
 1-22 employment benefits and policies.

1-23 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-24 SECTION 1. Subtitle D, Title 2, Labor Code, is amended by
 1-25 adding Chapter 83 to read as follows:

1-26 CHAPTER 83. PROHIBITION AGAINST LOCAL REGULATION OF EMPLOYMENT
 1-27 BENEFITS AND POLICIES

1-28 Sec. 83.001. DEFINITIONS. In this chapter:

1-29 (1) "Employee" means an individual who is employed by
 1-30 an employer for compensation.

1-31 (2) "Employer" means a person who employs one or more
 1-32 employees.

1-33 (3) "Employment benefit" means anything of value that
 1-34 an employee receives from an employer beyond regular salary or
 1-35 wages.

1-36 Sec. 83.002. PROHIBITION AGAINST MUNICIPALITY OR COUNTY
 1-37 REQUIRING CERTAIN EMPLOYMENT BENEFITS OR POLICIES. (a) A
 1-38 municipality or county may not adopt or enforce an ordinance,
 1-39 order, rule, regulation, or policy requiring any terms of
 1-40 employment that exceed or conflict with federal or state law
 1-41 relating to any form of employment leave, hiring practices,
 1-42 employment benefits, scheduling practices, or other terms of
 1-43 employment.

1-44 (b) Any provision of an ordinance, order, rule, regulation,
 1-45 or policy that violates Subsection (a) is void and unenforceable.

1-46 (c) This chapter does not affect:

1-47 (1) the Texas Minimum Wage Act under Chapter 62; or

1-48 (2) a contract or agreement relating to terms of
 1-49 employment voluntarily entered into between a private employer or
 1-50 entity and a governmental entity.

1-51 SECTION 2. Chapter 83, Labor Code, as added by this Act,
 1-52 applies to an ordinance, order, rule, regulation, or policy adopted
 1-53 before, on, or after the effective date of this Act.

1-54 SECTION 3. This Act takes effect September 1, 2021.

1-55 * * * * *