

By: Krause

H.B. No. 222

A BILL TO BE ENTITLED

AN ACT

relating to prohibiting a municipality from requiring an employer to provide paid sick leave.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

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

CHAPTER 83. MUNICIPAL REGULATION OF EMPLOYMENT LEAVE

Sec. 83.001. DEFINITIONS. In this chapter:

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

(2) "Employer" means a person who employs one or more employees.

Sec. 83.002. MUNICIPAL REGULATION OF SICK LEAVE PROHIBITED.

(a) The governing body of a municipality may not adopt or enforce any ordinance, rule, or regulation that requires an employer to provide to an employee paid sick leave.

(b) An ordinance, rule, or regulation that violates Subsection (a) is void and unenforceable.

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

SECTION 3. This Act takes effect September 1, 2019.