

By: Creighton, et al.

S.B. No. 2485

A BILL TO BE ENTITLED

AN ACT

relating to a prohibition against certain local regulation of certain employment benefits provided by private employers.

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. PROHIBITION AGAINST LOCAL REGULATION OF CERTAIN EMPLOYMENT PRACTICES

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.

(3) "Employment benefit" means anything of value that an employee receives from an employer in addition to monetary compensation.

Sec. 83.002. LOCAL REGULATION OF CERTAIN EMPLOYMENT BENEFITS PROHIBITED. (a) A political subdivision of this state may not adopt or enforce an ordinance, order, rule, regulation, or policy mandating a private employer's terms of employment relating to employment benefits, including health, disability, retirement, profit-sharing, death, and group accidental death and dismemberment benefits.

(b) An ordinance, order, rule, regulation, or policy that

1 violates Subsection (a) is void and unenforceable.

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

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