

By: Creighton, et al.
(Phelan)

S.B. No. 2485

Substitute the following for S.B. No. 2485:

By: Phelan

C.S.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 84 to read as follows:

CHAPTER 84. PROHIBITION AGAINST LOCAL REGULATION OF CERTAIN
EMPLOYMENT PRACTICES

Sec. 84.001. 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. 84.002. 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 Sec. 84.003. EFFECT OF CHAPTER. This chapter does not
3 affect:

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

5 (2) an ordinance, order, rule, regulation, or policy
6 that prohibits employment discrimination, regardless of whether
7 the ordinance, order, rule, regulation, or policy is adopted
8 before, on, or after September 1, 2019.

9 SECTION 2. Chapter 84, Labor Code, as added by this Act,
10 applies to an ordinance, order, rule, regulation, or policy adopted
11 before, on, or after the effective date of this Act.

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