

By: Creighton

S.B. No. 2485

A BILL TO BE ENTITLED

AN ACT

relating to the regulation by a political subdivision of certain employment benefits.

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. LOCAL REGULATION OF 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. PROHIBITED LOCAL REGULATIONS. (a) A political subdivision of this state may not adopt or enforce any ordinance, order, rule, regulation, or policy regulating a private employer's terms of employment relating to employment benefits other than employment leave, including health, disability, retirement, profit-sharing, death, and group accidental death and dismemberment benefits.

(b) An ordinance, order, rule, regulation, or policy that violates this section is void and unenforceable.

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

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