

1-1 By: Creighton S.B. No. 2485  
 1-2 (In the Senate - Filed March 27, 2019; March 27, 2019, read  
 1-3 first time and referred to Committee on State Affairs;  
 1-4 April 8, 2019, reported adversely, with favorable Committee  
 1-5 Substitute by the following vote: Yeas 7, Nays 0; April 8, 2019,  
 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. 2485 By: Creighton

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

1-21 relating to a prohibition against certain local regulation of  
 1-22 certain employment benefits provided by private employers.

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 CERTAIN  
 1-27 EMPLOYMENT PRACTICES

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 in addition to monetary  
 1-35 compensation.

1-36 Sec. 83.002. LOCAL REGULATION OF CERTAIN EMPLOYMENT  
 1-37 BENEFITS PROHIBITED. (a) A political subdivision of this state  
 1-38 may not adopt or enforce an ordinance, order, rule, regulation, or  
 1-39 policy mandating a private employer's terms of employment relating  
 1-40 to employment benefits, including health, disability, retirement,  
 1-41 profit-sharing, death, and group accidental death and  
 1-42 dismemberment benefits.

1-43 (b) An ordinance, order, rule, regulation, or policy that  
 1-44 violates Subsection (a) is void and unenforceable.

1-45 SECTION 2. Chapter 83, Labor Code, as added by this Act,  
 1-46 applies to an ordinance, order, rule, regulation, or policy adopted  
 1-47 before, on, or after the effective date of this Act.

1-48 SECTION 3. This Act takes effect September 1, 2019.

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