

By: Creighton, et al.

S.B. No. 2487

A BILL TO BE ENTITLED

AN ACT

relating to a prohibition against certain local regulation of employment leave 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.

Sec. 83.002. LOCAL REGULATION OF EMPLOYMENT LEAVE PROHIBITED. (a) A political subdivision of this state may not adopt or enforce an ordinance, order, rule, regulation, or policy regulating a private employer's terms of employment relating to any form of employment leave, including paid days off from work for holidays, sick leave, vacation, and personal necessity.

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

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

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