

By: Creighton, et al.  
(Phelan)

S.B. No. 2487

Substitute the following for S.B. No. 2487:

By: Phelan

C.S.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.

Sec. 83.003. EFFECT OF CHAPTER. This chapter does not  
affect:

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

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

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

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