

By: Creighton

S.B. No. 2487

A BILL TO BE ENTITLED

AN ACT

relating to the regulation by a political subdivision of employment  
leave policies.

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.

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 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 this section 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.

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