

By: Campbell

S.B. No. 551

A BILL TO BE ENTITLED

AN ACT

relating to wages and employment benefits.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. This Act shall be known as the Texas Small Business Protection Act.

SECTION 2. Section 62.002, Labor Code, is amended by adding Subdivision (8) to read as follows:

(8) "Wages" has the meaning assigned by Section 61.001.

SECTION 3. Subtitle D, Title 2, Labor Code, is amended by adding Chapter 83 to read as follows:

CHAPTER 83. PROHIBITION AGAINST LOCAL REGULATION OF EMPLOYMENT BENEFITS

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, including:

(A) health, disability, retirement, profit-sharing, and death benefits;

(B) group accidental death and dismemberment

1 benefits; and

2 (C) paid days off from work for holidays, sick  
3 leave, vacation, and personal necessity.

4 Sec. 83.002. PROHIBITION AGAINST MUNICIPALITY OR COUNTY  
5 REQUIRING EMPLOYMENT BENEFITS. A municipality or county may not  
6 adopt or enforce an ordinance, order, rule, or regulation that  
7 requires an employer in the municipality or county to provide  
8 employment benefits.

9 SECTION 4. Chapter 83, Labor Code, as added by this Act,  
10 applies to an ordinance, order, rule, or regulation adopted before,  
11 on, or after the effective date of this Act.

12 SECTION 5. This Act takes effect September 1, 2021.