

1-1 By: Creighton S.B. No. 14
 1-2 (In the Senate - Filed August 6, 2021; August 7, 2021, read
 1-3 first time and referred to Committee on Business & Commerce;
 1-4 August 9, 2021, reported favorably by the following vote: Yeas 6,
 1-5 Nays 2; August 9, 2021, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
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 A BILL TO BE ENTITLED
 1-18 AN ACT

1-19 relating to the regulation by a municipality or county of certain
 1-20 employment benefits and policies.

1-21 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-22 SECTION 1. Subtitle D, Title 2, Labor Code, is amended by
 1-23 adding Chapter 83 to read as follows:

1-24 CHAPTER 83. PROHIBITION AGAINST LOCAL REGULATION OF EMPLOYMENT
 1-25 BENEFITS AND POLICIES

1-26 Sec. 83.001. DEFINITIONS. In this chapter:

1-27 (1) "Employee" means an individual who is employed by
 1-28 an employer for compensation.

1-29 (2) "Employer" means a person who employs one or more
 1-30 employees.

1-31 (3) "Employment benefit" means anything of value that
 1-32 an employee receives from an employer beyond regular salary or
 1-33 wages.

1-34 Sec. 83.002. PROHIBITION AGAINST MUNICIPALITY OR COUNTY
 1-35 REQUIRING CERTAIN EMPLOYMENT BENEFITS OR POLICIES. (a) A
 1-36 municipality or county may not adopt or enforce an ordinance,
 1-37 order, rule, regulation, or policy requiring any terms of
 1-38 employment that exceed or conflict with federal or state law
 1-39 relating to any form of employment leave, hiring practices,
 1-40 employment benefits, scheduling practices, or other terms of
 1-41 employment.

1-42 (b) Any provision of an ordinance, order, rule, regulation,
 1-43 or policy that violates Subsection (a) is void and unenforceable.

1-44 (c) This chapter does not affect:

1-45 (1) the Texas Minimum Wage Act under Chapter 62; or

1-46 (2) a contract or agreement relating to terms of
 1-47 employment voluntarily entered into between a private employer or
 1-48 entity and a governmental entity.

1-49 SECTION 2. Chapter 83, Labor Code, as added by this Act,
 1-50 applies to an ordinance, order, rule, regulation, or policy adopted
 1-51 before, on, or after the effective date of this Act.

1-52 SECTION 3. This Act takes effect January 1, 2022.

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