

1-1 By: Creighton S.B. No. 2487
 1-2 (In the Senate - Filed March 27, 2019; March 27, 2019, read
 1-3 first time and referred to Committee on State Affairs;
 1-4 April 8, 2019, reported adversely, with favorable Committee
 1-5 Substitute by the following vote: Yeas 7, Nays 0; April 8, 2019,
 1-6 sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
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			X	

1-18 COMMITTEE SUBSTITUTE FOR S.B. No. 2487 By: Creighton

1-19 A BILL TO BE ENTITLED
 1-20 AN ACT

1-21 relating to a prohibition against certain local regulation of
 1-22 employment leave provided by private employers.

1-23 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-24 SECTION 1. Subtitle D, Title 2, Labor Code, is amended by
 1-25 adding Chapter 83 to read as follows:

1-26 CHAPTER 83. PROHIBITION AGAINST LOCAL REGULATION OF CERTAIN
 1-27 EMPLOYMENT PRACTICES

1-28 Sec. 83.001. DEFINITIONS. In this chapter:

1-29 (1) "Employee" means an individual who is employed by
 1-30 an employer for compensation.

1-31 (2) "Employer" means a person who employs one or more
 1-32 employees.

1-33 Sec. 83.002. LOCAL REGULATION OF EMPLOYMENT LEAVE
 1-34 PROHIBITED. (a) A political subdivision of this state may not
 1-35 adopt or enforce an ordinance, order, rule, regulation, or policy
 1-36 regulating a private employer's terms of employment relating to any
 1-37 form of employment leave, including paid days off from work for
 1-38 holidays, sick leave, vacation, and personal necessity.

1-39 (b) An ordinance, order, rule, regulation, or policy that
 1-40 violates Subsection (a) is void and unenforceable.

1-41 SECTION 2. Chapter 83, Labor Code, as added by this Act,
 1-42 applies to an ordinance, order, rule, regulation, or policy adopted
 1-43 before, on, or after the effective date of this Act.

1-44 SECTION 3. This Act takes effect September 1, 2019.

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