

1 HB360
2 148291-1
3 By Representative Williams (J)
4 RFD: Commerce and Small Business
5 First Read: 30-JAN-14

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8 SYNOPSIS: This bill would specify that a political
9 subdivision in this state may not require an
10 employer to grant vacation or other leave to
11 employees of the employer.

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13 A BILL
14 TO BE ENTITLED
15 AN ACT

16
17 Relating to employment; to specify that a political
18 subdivision in this state may not require an employer to grant
19 vacation or other leave to employees of the employer.

20 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

21 Section 1. For purposes of this act, the following
22 words have the following meanings:

23 (1) EMPLOYEE. An individual employed in this state
24 by an employer.

25 (2) EMPLOYER. A person engaging in any activity,
26 enterprise, or business in this state employing one or more
27 employees.

1 Section 2. (a) A county, municipality, or any
2 political subdivision in this state may not enact or
3 administer an ordinance, policy, rule, or other mandate
4 requiring an employer to provide any employee or any class of
5 employees with vacation or other forms of leave from
6 employment, paid or unpaid, that is not required by state or
7 federal law, and may not require an employer to compensate an
8 employee for any vacation or other forms of leave for which
9 state or federal law does not require the employee to be
10 compensated.

11 (b) This section does not apply to any mandate
12 enacted by a county, municipality, or political subdivision of
13 this state relating to vacation or other forms of leave for an
14 employee or class of employees of the political subdivision.

15 Section 3. Any ordinance, policy, rule, or other
16 mandate of a political subdivision of this state that is
17 inconsistent with this act is void.

18 Section 4. This act shall become effective
19 immediately following its passage and approval by the
20 Governor, or its otherwise becoming law.