

## HB352 INTRODUCED



1      HB352  
2      4UGZXII-1  
3      By Representative Rafferty  
4      RFD: State Government  
5      First Read: 29-Jan-26



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4 SYNOPSIS:

5                   Under the Alabama Jobs Act, certain projects  
6                   qualify for economic tax incentives awarded by the  
7                   Secretary of Commerce.

8                   This bill would require any company receiving an  
9                   economic tax incentive under the Alabama Jobs Act to  
10                  certify that the company does not require overtime,  
11                  does not practice shift rotation, does not require  
12                  weekend work, provides emergency leave, guarantees a  
13                  full work week, does not require off-the-clock work,  
14                  and does not count the time an employee spends  
15                  transitioning to or from a bathroom or breakroom to  
16                  count toward the employee's allotted break time.

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19                   A BILL

20                   TO BE ENTITLED

21                   AN ACT

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23                   Relating to economic incentives; to add Section  
24 40-18-372.1 to the Code of Alabama 1975; to prohibit companies  
25 receiving certain economic tax incentives from certain  
26 employment actions; and to require those companies to provide  
27 certain employment protections for workers.

28 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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29                   Section 1. Section 40-18-372.1 is added to the Code of  
30                   Alabama 1975, to read as follows:

31                   §40-18-372.1

32                   Notwithstanding any law to the contrary, on and after  
33                   January 1, 2027, the Secretary of Commerce may not find any  
34                   project to be a qualifying project under Section 40-18-372  
35                   unless the company seeking a job act incentive certifies that  
36                   the company, for the duration of any tax incentive received  
37                   under this article:

38                   (1) Does not require mandatory overtime of any  
39                   employee;

40                   (2) Does not engage in shift rotation whereby an  
41                   employee is asked or required to work a shift that changes  
42                   from one shift to another on a rotating basis;

43                   (3) Does not require any employee to work weekends;

44                   (4) Entitles an employee to at least 40 hours annually  
45                   of paid emergency leave;

46                   (5) Guarantees a 40 hour work week unless an  
47                   unforeseeable event occurs that threatens the health, safety,  
48                   or welfare of the employees;

49                   (6) Does not require any employee to perform tasks that  
50                   would reasonably be considered part of an employee's job  
51                   duties before or after the employee has clocked in or out or  
52                   outside the employee's shift; and

53                   (7) Does not require an employee to use any portion of  
54                   his or her entitled break time to transit from the employee's  
55                   work station to a bathroom or breakroom.

56                   Section 2. This act shall become effective on October

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57 1, 2026.