

## HB352 INTRODUCED



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



SYNOPSIS:

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

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

A BILL  
TO BE ENTITLED  
AN ACT

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

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:



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

§40-18-372.1

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

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

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

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

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

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

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

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

Section 2. This act shall become effective on October



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57 1, 2026.