

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

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ENROLLED, An Act,

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

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

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

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

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

(b) This section does not apply to any mandate enacted by a county, municipality, or political subdivision of

1       this state relating to vacation or other forms of leave for an  
2       employee or class of employees of the political subdivision.

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

6               Section 4. This act shall become effective  
7       immediately following its passage and approval by the  
8       Governor, or its otherwise becoming law.

