AN ACT

RELATING TO EMPLOYMENT; PREEMPTING LOCAL LAWS, POLICIES AND RESOLUTIONS FROM REGULATING CERTAIN TERMS OF PRIVATE-SECTOR EMPLOYMENT.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. [NEW MATERIAL] STATE PREEMPTION--EMPLOYMENT REGULATION.--A political subdivision of the state, including a home rule municipality, or an institution of the state shall not adopt or continue in effect a law, policy or resolution that:

A. regulates or attempts to regulate the hours, scheduling or leave that a private-sector employer provides its employees; or

B. requires or attempts to require a private-sector employer to provide an employee:

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(1) paid or unpaid leave;
(2) a fringe benefit; or
(3) a benefit for which the employer would incur an expense.