

HOUSE BUSINESS AND EMPLOYMENT COMMITTEE SUBSTITUTE FOR
HOUSE BILL 211

52ND LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2016

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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underscoring material = new
[bracketed material] = delete

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

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