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SENATE BILL 415

**53RD LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2017**

INTRODUCED BY

George K. Munoz

FOR THE JOBS COUNCIL

AN ACT

RELATING TO EMPLOYMENT; MAKING CERTAIN TERMS OF FOR-PROFIT AND NOT-FOR-PROFIT PRIVATE-SECTOR EMPLOYMENT LAW UNIFORM THROUGHOUT THE STATE.

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

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

A. regulates or attempts to regulate the hours, scheduling or leave that a for-profit or not-for-profit private-sector employer provides its employees; or

B. requires or attempts to require a for-profit or not-for-profit private-sector employer to provide an employee:

(1) paid or unpaid leave;

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(2) a fringe benefit; or

(3) a benefit for which the employer would  
incur an expense.