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HOUSE BILL 189

**53RD LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2018**

INTRODUCED BY

Monica Youngblood

AN ACT

RELATING TO EMPLOYMENT; MAKING CERTAIN TERMS OF 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 and a home rule county, 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 private sector employer provides its  
employees; or

B. requires or attempts to require a 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.