

## Session 115 - (2003-2004)

**H\*3448 (Rat #0214, Act #0185 of 2004) General Bill, By House Labor, Commerce and Industry**

**Similar (S 0290, H 3354)**

**Summary:** At-will nature of employment affirmed

AN ACT TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING SECTION 41-1-110 SO AS TO PROVIDE THAT IT IS THE PUBLIC POLICY OF THIS STATE THAT A HANDBOOK, PERSONNEL MANUAL, POLICY, PROCEDURE, OR OTHER DOCUMENT ISSUED BY AN EMPLOYER AFTER JUNE 30, 2004, DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT IF IT IS CONSPICUOUSLY DISCLAIMED, AND PROVIDE THE MANNER IN WHICH THE DISCLAIMER MUST BE PRINTED. - ratified title

<b>01/29/03</b>	<b>House</b>	<b>Introduced, read first time, placed on calendar without reference HJ-6</b>
<b>01/30/03</b>	<b>House</b>	<b>Requests for debate-Rep(s). Cato, JR Smith, Richardson, Moody-Lawrence, Walker, J Brown, Hosey, Perry, DC Smith, Herbkersman, Ceips, Thompson, Ott, Sandifer, Whitmire, White, Dantzler, Hinson and Weeks HJ-10</b>
<b>02/04/03</b>	<b>House</b>	<b>Read second time HJ-28</b>
<b>02/04/03</b>	<b>House</b>	<b>Roll call Yeas-102 Nays-9 HJ-29</b>
<b>02/05/03</b>	<b>House</b>	<b>Read third time and sent to Senate HJ-16</b>
<b>02/05/03</b>	<b>Senate</b>	<b>Introduced and read first time SJ-12</b>
<b>02/05/03</b>	<b>Senate</b>	<b>Referred to Committee on Labor, Commerce and Industry SJ-12</b>
<b>02/18/03</b>	<b>Senate</b>	<b>Committee report: Majority favorable with amend., minority unfavorable Labor, Commerce and Industry SJ-10</b>
<b>02/25/03</b>	<b>Senate</b>	<b>Debate interrupted SJ-28</b>
<b>02/26/03</b>	<b>Senate</b>	<b>Debate interrupted SJ-40</b>
<b>02/27/03</b>	<b>Senate</b>	<b>Debate interrupted SJ-22</b>
<b>03/04/03</b>	<b>Senate</b>	<b>Amended SJ-24</b>
<b>03/04/03</b>	<b>Senate</b>	<b>Read second time SJ-24</b>
<b>03/04/03</b>	<b>Senate</b>	<b>Ordered to third reading with notice of amendments SJ-24</b>
<b>03/04/03</b>	<b>Senate</b>	<b>Not to be taken up before Tuesday, March 11 SJ-31</b>
<b>03/13/03</b>	<b>Senate</b>	<b>Retaining place on calendar recommitted to Committee on Labor, Commerce and Industry SJ-37</b>
<b>04/10/03</b>	<b>Senate</b>	<b>Committee report: Favorable Labor, Commerce and Industry SJ-7</b>
<b>04/23/03</b>	<b>Senate</b>	<b>Debate interrupted SJ-66</b>
<b>05/01/03</b>	<b>Senate</b>	<b>Debate interrupted SJ-21</b>
<b>05/21/03</b>	<b>Senate</b>	<b>Debate adjourned SJ-49</b>
<b>01/14/04</b>	<b>Senate</b>	<b>Debate adjourned SJ-58</b>
<b>02/03/04</b>	<b>Senate</b>	<b>Amended SJ-28</b>
<b>02/03/04</b>	<b>Senate</b>	<b>Debate adjourned SJ-28</b>
<b>02/04/04</b>		<b>Scrivener's error corrected</b>
<b>02/17/04</b>	<b>Senate</b>	<b>Amended SJ-17</b>
<b>02/17/04</b>	<b>Senate</b>	<b>Read third time and returned to House with amendments SJ-17</b>
<b>02/25/04</b>	<b>House</b>	<b>Debate adjourned until Tuesday, March 2, 2004 HJ-49</b>
<b>03/03/04</b>	<b>House</b>	<b>Senate amendment amended HJ-30</b>
<b>03/03/04</b>	<b>House</b>	<b>Returned to Senate with amendments HJ-31</b>
<b>03/04/04</b>	<b>Senate</b>	<b>Concurred in House amendment and enrolled SJ-12</b>
<b>03/10/04</b>		<b>Ratified R 214</b>
<b>03/15/04</b>		<b>Signed By Governor</b>
<b>03/18/04</b>		<b>Copies available</b>
<b>03/18/04</b>		<b>Effective date 03/15/04</b>
<b>03/23/04</b>		<b>Act No. 185</b>