**South Carolina General Assembly**

122nd Session, 2017-2018

**A3, R9, S218**

**STATUS INFORMATION**

General Bill

Sponsors: Senators Massey, Bennett, Alexander, Bryant, Rice, Gregory, Corbin, Martin, Campsen, Turner and Young

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Introduced in the Senate on January 10, 2017

Introduced in the House on February 9, 2017

Passed by the General Assembly on March 23, 2017

Governor's Action: April 5, 2017, Signed

Summary: Employee benefit

**HISTORY OF LEGISLATIVE ACTIONS**

Date Body Action Description with journal page number

1/10/2017 Senate Introduced and read first time ([Senate Journal‑page 113](file:///h:\sj\20170110.docx))

1/10/2017 Senate Referred to Committee on **Labor, Commerce and Industry** ([Senate Journal‑page 113](file:///h:\sj\20170110.docx))

1/26/2017 Senate Committee report: Favorable **Labor, Commerce and Industry** ([Senate Journal‑page 11](file:///h:\sj\20170126.docx))

1/31/2017 Senate Special order, set for January 31, 2017 ([Senate Journal‑page 35](file:///h:\sj\20170131.docx))

2/2/2017 Senate Debate interrupted

2/7/2017 Senate Read second time ([Senate Journal‑page 14](file:///h:\sj\20170207.docx))

2/7/2017 Senate Roll call Ayes‑32 Nays‑8 ([Senate Journal‑page 14](file:///h:\sj\20170207.docx))

2/8/2017 Senate Read third time and sent to House ([Senate Journal‑page 20](file:///h:\sj\20170208.docx))

2/9/2017 House Introduced and read first time ([House Journal‑page 16](file:///h:\hj\20170209.docx))

2/9/2017 House Referred to Committee on **Labor, Commerce and Industry** ([House Journal‑page 16](file:///h:\hj\20170209.docx))

3/7/2017 House Committee report: Favorable **Labor, Commerce and Industry** ([House Journal‑page 4](file:///h:\hj\20170307.docx))

3/9/2017 House Requests for debate‑Rep(s). Sandifer, Toole, Forrest, West, Whitmire, Allison, Bedingfield, Anderson, Loftis, Weeks, Hart, Felder, Hixon ([House Journal‑page 12](file:///h:\hj\20170309.docx))

3/22/2017 House Read second time ([House Journal‑page 69](file:///h:\hj\20170322.docx))

3/22/2017 House Roll call Yeas‑73 Nays‑29 ([House Journal‑page 73](file:///h:\hj\20170322.docx))

3/23/2017 House Read third time and enrolled ([House Journal‑page 49](file:///h:\hj\20170323.docx))

4/4/2017 Ratified R 9

4/5/2017 Signed By Governor

4/13/2017 Effective date 4/5/17

4/17/2017 Act No. 3

View the latest [legislative information](http://www.scstatehouse.gov/billsearch.php?billnumbers=218&session=122&summary=B) at the website

**VERSIONS OF THIS BILL**

[1/10/2017](file:///p:\pprever\2017-18\218_20170110.docx)

[1/26/2017](file:///p:\pprever\2017-18\218_20170126.docx)

[3/7/2017](file:///p:\pprever\2017-18\218_20170307.docx)

(A3, R9, S218)

**AN ACT** **TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING SECTION 41‑1‑25 SO AS TO PROVIDE THAT POLITICAL SUBDIVISIONS OF THE STATE MAY NOT ESTABLISH, MANDATE, OR OTHERWISE REQUIRE EMPLOYEE BENEFITS, AND TO DEFINE NECESSARY TERMS.**

Be it enacted by the General Assembly of the State of South Carolina:

**Employee benefits, establishment by political subdivisions prohibited, definitions**

SECTION 1. Chapter 1, Title 41 of the 1976 Code is amended by adding:

“Section 41‑1‑25. (A) For purposes of this section:

(1) ‘Employee benefit’ means anything of value that an employee may receive from an employer in addition to wages. This term includes, but is not limited to, any health benefits, disability benefits, death benefits, group accidental death and dismemberment benefits, paid days off for holidays, paid sick leave, paid vacation leave, paid personal necessity leave, retirement benefits, and profit‑sharing benefits.

(2) ‘Political subdivision’ includes, but is not limited to, a municipality, county, school district, special purpose district, or public service district.

(B) A political subdivision of this State may not establish, mandate, or otherwise require an employee benefit.

(C) This section does not limit the authority of political subdivisions to establish employee benefits in employment relationships to which they are a party.”

**Time effective**

SECTION 2. This act takes effect upon approval by the Governor.

Ratified the 4th day of April, 2017.

Approved the 5th day of April, 2017.

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