

17-50-334 Limitations on employee benefits imposed by a county.

- (1) For the purpose of this section:
 - (a) "Accident and health insurance" is as defined in Section 31A-1-301.
 - (b) "Employee" means an individual employed by an employer.
 - (c) "Employee benefit" means one or more benefits or services provided to:
 - (i) an employee; or
 - (ii) a dependent of an employee.
 - (d) "Private employer" means a person who has one or more employees employed in the same business, or in or about the same establishment, under any contract of hire, express or implied, oral or written.
 - (e) "Insurance" is as defined in Section 31A-1-301.
 - (f) "Life insurance" is as defined in Section 31A-1-301.
- (2) A county may not enact or enforce an ordinance that establishes, mandates, or requires a private employer to establish or offer an employee benefit, including:
 - (a) accident and health insurance;
 - (b) life insurance;
 - (c) sick leave; or
 - (d) family medical leave.
- (3) Nothing in this section prohibits a county from considering an employee benefit described in Subsection (2) among other criteria when issuing a request for proposals.

Enacted by Chapter 87, 2012 General Session