



# HOUSE OF REPRESENTATIVES

HB 2191

~~real estate, fund, prosecutor~~

NOW: employee scheduling; preemption

Prime Sponsor: Representative Finchem, LD 11

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**DPA/SE** Committee on Commerce  
**DPA** Caucus and COW  
**X** As Transmitted to the Governor

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## OVERVIEW

HB 2191 restricts a city, town or county (municipality) from adopting any kind of regulation that requires an adjustment to an employee's schedule.

## PROVISIONS

1. Prohibits a municipality from adopting any ordinance, resolution or other regulation that requires an employer to adjust an employee's schedule, unless the change is required by state or federal law.
2. Deems the regulation of employee scheduling to be a matter of statewide concern that is not subject to further regulation by any municipality.
3. Clarifies the legislation does not affect a municipality's ability to alter its own employee schedules.
4. Stipulates that the provisions do not inhibit security personnel scheduling when there is a specific plan ordinance adopted by a city or town by January 1, 2016.
5. Contains a retroactive effective date of January 1, 2016.

## CURRENT LAW

A.R.S. § 23-204 prescribes the employment practices and working conditions for Arizona's employees. The statute declares that employee benefits, including compensation, paid and unpaid leave, other absences, meal breaks, rest periods and their regulation are of statewide concern. Any further regulation of employee benefits is not subject to further regulation by a city, town or other political subdivision of this state; however, the provisions of law do not apply to a municipality's own employees.