



HR CONSULTING

08.24.2023

HR-Alert: Texas Blocks Local Paid Sick Leave Ordinances

There is no statewide paid sick time law in Texas for private employers. Some localities over the years have passed paid sick leave laws, including three major cities, Austin, Dallas, and San Antonio. However, these laws have all been blocked from taking effect while they worked their way through the court systems. Effective September 1, 2023, under the Texas Regulatory Consistency Act, Texas will prohibit all counties and municipalities from adopting or enforcing paid sick leave ordinances.

Texas Regulatory Consistency Act

The Texas Regulatory Consistency Act will prohibit municipalities and counties in Texas from enacting and enforcing laws related to conduct that falls under the state's labor code. The Act also overrides other laws such as protections put in place for outdoor workers, including mandated water breaks. This law is aimed at removing the patchwork of local ordinances around the state. The City of Houston has filed an appeal to overturn the Act.

Employer Next Steps

- Employers may continue to provide paid sick leave to employees under a company sponsored program and have discretion on the provisions of such policies
- Review policies, forms, and practices to ensure there is no reference to locality required paid sick leave ordinances
- Keep an eye out for future HR-Alerts on this topic as the Act is being challenged

If you have any questions regarding this HR-Alert, please [email us](#).