

REFERENCE TITLE: **employee benefits; compensation; state preemption**

State of Arizona  
House of Representatives  
Fifty-fifth Legislature  
Second Regular Session  
2022

# **HCR 2031**

Introduced by  
Representative Cobb

## **A CONCURRENT RESOLUTION**

**PROPOSING AN AMENDMENT TO THE CONSTITUTION OF ARIZONA; AMENDING ARTICLE XVIII, CONSTITUTION OF ARIZONA, BY ADDING SECTION 11; RELATING TO EMPLOYEE BENEFITS.**

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it resolved by the House of Representatives of the State of Arizona,  
2 the Senate concurring:

3 1. Article XVIII, Constitution of Arizona, is proposed to be  
4 amended by adding section 11 as follows if approved by the voters and on  
5 proclamation of the Governor:

6 11. Employee benefits; state preemption

7 SECTION 11. THE REGULATION OF EMPLOYEE BENEFITS,  
8 INCLUDING WAGE AND NONWAGE COMPENSATION, PAID AND UNPAID LEAVE  
9 AND OTHER ABSENCES, MEAL BREAKS AND REST PERIODS, IS OF  
10 STATEWIDE CONCERN. THE REGULATION OF EMPLOYEE BENEFITS  
11 PURSUANT TO STATE AND FEDERAL LAW IS NOT SUBJECT TO FURTHER  
12 REGULATION BY A CITY, TOWN OR OTHER POLITICAL SUBDIVISION OF  
13 THIS STATE.

14 2. The Secretary of State shall submit this proposition to the  
15 voters at the next general election as provided by article XXI,  
16 Constitution of Arizona.