

IC 22-2-16

Chapter 16. Employee Benefits

IC 22-2-16-1

Applicability of chapter

Sec. 1. This chapter does not apply to any of the following:

- (1) An employee of a unit.
- (2) The terms of a contract entered into by a unit and a third party.
- (3) The terms and conditions required by a unit or a redevelopment commission established by a unit for the grant or approval of:
 - (A) a tax credit;
 - (B) a tax deduction;
 - (C) a tax abatement;
 - (D) a tax exemption;
 - (E) a grant;
 - (F) a loan;
 - (G) a loan guarantee;
 - (H) financial or economic development assistance; or
 - (I) another economic development incentive.
- (4) Training requirements or other qualifications established by a unit for a private ambulance service, security service, or other provider of public health and safety services within the jurisdiction of the unit.

As added by P.L.88-2013, SEC.1.

IC 22-2-16-2

"Unit"

Sec. 2. As used in this chapter, "unit" has the meaning set forth in IC 36-1-2-23.

As added by P.L.88-2013, SEC.1.

IC 22-2-16-3

Prohibition against unit establishing, mandating, or requiring employee benefits

Sec. 3. Unless federal or state law provides otherwise, a unit may not establish, mandate, or otherwise require an employer to provide to an employee who is employed within the jurisdiction of the unit:

- (1) a benefit;
- (2) a term of employment;
- (3) a working condition; or
- (4) an attendance or leave policy;

that exceeds the requirements of federal or state law, rules, or regulations.

As added by P.L.88-2013, SEC.1.

IC 22-2-16-4

Rule of statutory construction

Sec. 4. Nothing in this chapter shall be construed to prohibit a city, town, or county from adopting an ordinance under IC 22-9-1-12.1 relating to a category or class in addition to the categories and classes described in IC 22-9-1-2.

As added by P.L.205-2013, SEC.336.