

## Session 115 - (2003-2004)

**H\*3448 (Rat #0214, Act #0185 of 2004) General Bill, By House Labor, Commerce and Industry**

**Similar (S 0290, H 3354)**

**Summary:** At-will nature of employment affirmed

AN ACT TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING SECTION 41-1-110 SO AS TO PROVIDE THAT IT IS THE PUBLIC POLICY OF THIS STATE THAT A HANDBOOK, PERSONNEL MANUAL, POLICY, PROCEDURE, OR OTHER DOCUMENT ISSUED BY AN EMPLOYER AFTER JUNE 30, 2004, DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT IF IT IS CONSPICUOUSLY DISCLAIMED, AND PROVIDE THE MANNER IN WHICH THE DISCLAIMER MUST BE PRINTED. - ratified title

01/29/03	House	Introduced, read first time, placed on calendar without reference HJ-6
01/30/03	House	Requests for debate-Rep(s). Cato, JR Smith, Richardson, Moody-Lawrence, Walker, J Brown, Hosey, Perry, DC Smith, Herbkersman, Ceips, Thompson, Ott, Sandifer, Whitmire, White, Dantzler, Hinson and Weeks HJ-10
02/04/03	House	Read second time HJ-28
02/04/03	House	Roll call Yeas-102 Nays-9 HJ-29
02/05/03	House	Read third time and sent to Senate HJ-16
02/05/03	Senate	Introduced and read first time SJ-12
02/05/03	Senate	Referred to Committee on Labor, Commerce and Industry SJ-12
02/18/03	Senate	Committee report: Majority favorable with amend., minority unfavorable Labor, Commerce and Industry SJ-10
02/25/03	Senate	Debate interrupted SJ-28
02/26/03	Senate	Debate interrupted SJ-40
02/27/03	Senate	Debate interrupted SJ-22
03/04/03	Senate	Amended SJ-24
03/04/03	Senate	Read second time SJ-24
03/04/03	Senate	Ordered to third reading with notice of amendments SJ-24
03/04/03	Senate	Not to be taken up before Tuesday, March 11 SJ-31
03/13/03	Senate	Retaining place on calendar recommitted to Committee on Labor, Commerce and Industry SJ-37
04/10/03	Senate	Committee report: Favorable Labor, Commerce and Industry SJ-7
04/23/03	Senate	Debate interrupted SJ-66
05/01/03	Senate	Debate interrupted SJ-21
05/21/03	Senate	Debate adjourned SJ-49
01/14/04	Senate	Debate adjourned SJ-58
02/03/04	Senate	Amended SJ-28
02/03/04	Senate	Debate adjourned SJ-28
02/04/04		Scrivener's error corrected
02/17/04	Senate	Amended SJ-17
02/17/04	Senate	Read third time and returned to House with amendments SJ-17
02/25/04	House	Debate adjourned until Tuesday, March 2, 2004 HJ-49
03/03/04	House	Senate amendment amended HJ-30
03/03/04	House	Returned to Senate with amendments HJ-31
03/04/04	Senate	Concurred in House amendment and enrolled SJ-12
03/10/04		Ratified R 214
03/15/04		Signed By Governor
03/18/04		Copies available
03/18/04		Effective date 03/15/04
03/23/04		Act No. 185