

## 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**