

1 HB398
2 216554-2
3 By Representatives Wadsworth, Hanes, Whorton, Kiel, Mooney,
4 Marques, Fincher, Whitt and Crawford
5 RFD: Ways and Means General Fund
6 First Read: 22-FEB-22

SYNOPSIS: This bill would create a program within the Department of Labor to assist small businesses with job creation.

A BILL
TO BE ENTITLED
AN ACT

Relating to small businesses; to create a program within the Department of Labor to assist small businesses with job creation.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) The Department of Labor shall establish the Alabama Job Creation Ombudsman within the Department of Labor to assist businesses with fewer than five employees in completing the process of lawfully hiring employees.

(b) The Alabama Job Creation Ombudsman shall do all of the following:

1 (1) Complete and keep an updated detailed outline
2 and checklist of the process for hiring a new employee.

3 (2) Create a repository from which prospective
4 employers can download all state and federal forms necessary
5 to lawfully hire a new employee.

6 (3) Maintain a website that provides a downloadable
7 version of the detailed outline and checklist required under
8 subdivision (1) and external links to state and federal agency
9 websites involved in the hiring process.

10 (4) Provide phone and web based assistance to
11 employers with fewer than five employees in communicating with
12 federal, state, county and municipal government agencies, or
13 quasi-governmental corporations or authorities as necessary
14 during the hiring process.

15 (c) An employer with fewer than five employees that
16 has completed the steps provided by the ombudsman as required
17 in subsection (b) shall be immune from all criminal and civil
18 liability provided by law relating to any deficiencies in the
19 hiring process.

20 Section 2. This act shall become effective on the
21 first day of the third month following its passage and
22 approval by the Governor, or its otherwise becoming law.