
81st Regular Texas Legislative Session

The following is a list of Labor & Employment Legislation for the 81st Regular Texas Legislative Session that was presented at the SHRM-TSC Legislative Conference on February 12, 2009. To look up House Bills (HB) and Senate Bills (SB) go to website: www.capitol.state.tx.us and click on "Texas Legislature". In the top center of the page under "Search Legislation" type in HB and number for House Bills and SB and number for Senate Bills. If you go to the right middle section of the same website to "Who Represents Me?" and complete this information, you can find out who represents you or your organization in the Legislature.

Discrimination:

HB 32 Relating to prohibiting discrimination against certain employees who sustain an injury in the course and scope of employment

HB 538 Relating to the prohibition of employment discrimination on the basis of sexual orientation or gender identity or expression.

HB 978 Relating to the employment rights of certain individuals with disabilities

Minimum Wage claims

HB 183 Relating to the minimum wage

SB 74 Relating to jurisdiction over a wage claim filed after the deadline

SB 159 Relating to the application of the minimum wage to certain government entities.

HB 1042 Relating to the repeal of public prevailing wage rate laws.

SB 507 Relating to filing a wage claim.

Leave

HB 308 Relating to payment of wages to certain employees who miss work to perform jury duty.

HB 321/SB 65 (nearly identical) Relating to leave for junior college district or university system employees who are physically assaulted while on duty.

SB 648/HB 615 Relating to the right of an employee who is a parent of a child enrolled in special education program to take time off from work to meet with certain persons affecting the education of the child.

SB 692/HB1057 Relating to family care leave for certain employees; providing a civil penalty.

SB 60 Relating to the Right of an employee who is a victim of crime time to take off from work to attend court proceedings related to that crime.

SB 649/HB 1005 Relating to the ability for an employee to participate in certain school-related activities of the employee's child.

Immigration Status/Employment Verification

SB 357/HB 48/HB 622 Relating to a prohibition against the knowing employment of persons not lawfully present in the United States and the suspension of licenses held by certain employers for the knowing employment of those persons.

HB 128 Relating to the requirement that applicants for certain licenses be eligible for employment in the United States.

HB 266 Relating to regulating the provision of benefits and services to, and the verification of the employment status of, immigrants and to enforcing laws relating to immigrants: providing civil and criminal penalties.

HB 416 Relating to a requirement that a recipient of money from the Texas Enterprise Fund participate in a federal work eligibility verification program.

Other:

SB 180 Relating to the creation of a state occupational health and safety plan

SB 222 Relating to arbitration and arbitration agreements.

HB 226 Relating to prohibiting employers from requiring employees to make certain charitable contributions.

HB 486 Relating to retaliation against employees of a child-care facility.

HB 547 Relating to certain civil actions against persons who file complaints with governmental agencies or quasi-governmental entities.

SB 34/HB 320 Relating to the civil liability of an employer of a mental health services provider who engages in sexual exploitation of a patient or former patient.

SB 67 Relating to the imposition of background and criminal history check requirements for operators and employees of certain facilities and agencies serving children, the elderly or persons who are disabled.

SB 544/HB 5 Relating to the elimination of smoking in all workplaces and public places.

SB 476/HB591 Relating to staff, overtime and other employment protections for nurses.

SB 555/HB 818 Relating to indemnification provisions in construction contracts.

Workers' Compensation

HB 33 Relating to certain requirements for employers not covered by workers' compensation insurance.

HB 34 Relating to the enforceability of certain contracts between an employer who does not have workers' compensation coverage and an employee of the employer.

HB 35 Relating to reporting requirements for employers not covered by workers' compensation insurance.

HB 520 Relating to workers' compensation insurance coverage under certain agreements and to liability of third parties for an injury to an employee.

HB 673 Relating to certain services provided by the office of injured employee counsel under the workers' compensation program of this state.

HB 698 Relating to the designated doctor's examination under the workers' compensation system.

HB 699 Relating to the appointment of an attorney for a workers' compensation claimant in certain judicial review proceedings initiated by a workers' compensation insurance carrier.

HB 1058 Relating to the receipt of death benefits in the workers' compensation system.

SB 378 Relating to the designated doctor's examination under the workers' compensation system.

SB 395 Relating to the appointment of an attorney for a workers' / compensation claimant in certain proceedings initiated by a workers' compensation insurance carrier.

SB 442 Relating to the receipt of death benefits in the workers' compensation system.