

By: Goodwin

H.B. No. 27

A BILL TO BE ENTITLED

1 AN ACT
2 relating to protection of employers from liability and certain
3 other penalties in connection with the provision of employee
4 benefits.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

6 SECTION 1. Title 6, Civil Practice and Remedies Code, is
7 amended by adding Chapter 142B to read as follows:

8 CHAPTER 142B. ACTIONS ARISING FROM PROVISION OF EMPLOYEE BENEFITS

9 Sec. 142B.001. DEFINITIONS. In this chapter:

10 (1) "Employee" means a person who, for compensation,
11 performs services for an employer under a written or oral contract,
12 whether express or implied.

13 (2) "Employee benefit" means a benefit provided in
14 connection with employment other than wages. The term includes a
15 payment for the costs associated with receiving a health care
16 service in another state.

17 Sec. 142B.002. LIMITATION ON CERTAIN ACTIONS ARISING FROM
18 PROVISION OF EMPLOYEE BENEFITS. (a) Notwithstanding any other
19 law, a civil action may not be brought and a disciplinary action may
20 not be taken against an employer based solely on the employer's
21 choice to offer or provide a particular employee benefit.

22 (b) This section does not create a cause of action or expand
23 an existing cause of action.

24 SECTION 2. Section 142B.002, Civil Practice and Remedies

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1 Code, as added by this Act, applies only to an employee benefit
2 provided on or after the effective date of this Act.

3 SECTION 3. This Act takes effect September 1, 2023.