

By: Craddick, Rose

H.B. No. 915

A BILL TO BE ENTITLED

AN ACT

relating to a requirement that employers post notice of certain information regarding reporting instances of workplace violence or suspicious activity.

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

SECTION 1. Title 3, Labor Code, is amended by adding Chapter 104A to read as follows:

CHAPTER 104A. REPORTING WORKPLACE VIOLENCE

Sec. 104A.001. DEFINITIONS. In this chapter:

(1) "Commission" means the Texas Workforce Commission.

(2) "Employee" means an individual who is employed by an employer for compensation.

(3) "Employer" means a person who employs one or more employees.

Sec. 104A.002. NOTICE BY EMPLOYER. Each employer shall post a notice to employees of the contact information for reporting instances of workplace violence or suspicious activity to the Department of Public Safety. The notice must be posted:

(1) in a conspicuous place in the employer's place of business;

(2) in sufficient locations to be convenient to all employees; and

(3) in English and Spanish, as appropriate.

1 Sec. 104A.003. RULES. The commission, in consultation with
2 the Department of Public Safety, by rule shall prescribe the form
3 and content of the notice required by this section. The rules must
4 require that the notice:

5 (1) contain the contact information for reporting
6 instances of workplace violence or suspicious activity to the
7 Department of Public Safety; and

8 (2) inform employees of the right to make a report to
9 the Department of Public Safety anonymously.

10 SECTION 2. Not later than March 1, 2024, the Texas Workforce
11 Commission shall adopt rules as required by Section 104A.003, Labor
12 Code, as added by this Act.

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