

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.

President of the Senate

Speaker of the House

I certify that H.B. No. 915 was passed by the House on April 28, 2023, by the following vote: Yeas 128, Nays 20, 1 present, not voting; that the House refused to concur in Senate amendments to H.B. No. 915 on May 26, 2023, and requested the appointment of a conference committee to consider the differences between the two houses; and that the House adopted the conference committee report on H.B. No. 915 on May 28, 2023, by the following vote: Yeas 121, Nays 18, 2 present, not voting.

Chief Clerk of the House

H.B. No. 915

I certify that H.B. No. 915 was passed by the Senate, with amendments, on May 24, 2023, by the following vote: Yeas 28, Nays 3; at the request of the House, the Senate appointed a conference committee to consider the differences between the two houses; and that the Senate adopted the conference committee report on H.B. No. 915 on May 28, 2023, by the following vote: Yeas 28, Nays 3.

Secretary of the Senate

APPROVED: _____

Date

Governor