

By: Craddick

H.B. No. 915

A BILL TO BE ENTITLED

AN ACT

relating to the creation of a workplace violence hotline and a requirement that employers post notice regarding the hotline.

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. NOTICE OF WORKPLACE VIOLENCE HOTLINE

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 OF WORKPLACE VIOLENCE HOTLINE. Each employer shall post a notice to employees of the workplace violence hotline established under Section 51.212, Occupations Code. 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.

Sec. 104A.003. RULES. The commission, in consultation with

1 the Texas Department of Licensing and Regulation, by rule shall
2 prescribe the form and content of the notice required by this
3 section. The rules must require that the notice:

4 (1) contain the workplace violence hotline telephone
5 number; and

6 (2) inform employees of the right to make a report to
7 the hotline anonymously.

8 SECTION 2. Subchapter D, Chapter 51, Occupations Code, is
9 amended by adding Section 51.212 to read as follows:

10 Sec. 51.212. WORKPLACE VIOLENCE HOTLINE. (a) In this
11 section, "workplace violence" means any act or threat of physical
12 violence, harassment, intimidation, or other threatening
13 disruptive behavior that occurs at the worksite.

14 (b) The department shall establish and maintain a 24-hour
15 toll-free telephone service in English and Spanish for reports of
16 workplace violence in this state.

17 (c) A report of workplace violence made to the hotline under
18 this section shall be referred to the appropriate local or state law
19 enforcement agency for investigation.

20 (d) The department shall make an audio recording of each
21 call received by the hotline. The department shall retain the
22 recording of the call until the second anniversary of the date the
23 department received the call.

24 (e) A report made under this section may be made
25 anonymously.

26 SECTION 3. Not later than February 1, 2024, the Texas
27 Department of Licensing and Regulation shall establish the

1 workplace violence hotline as required by Section 51.212,
2 Occupations Code, as added by this Act.

3 SECTION 4. Not later than March 1, 2024, the Texas Workforce
4 Commission shall adopt rules as required by Section 104A.003, Labor
5 Code, as added by this Act.

6 SECTION 5. This Act takes effect September 1, 2023.