

By: Cortez

H.B. No. 512

A BILL TO BE ENTITLED

AN ACT

relating to the establishment of state agency grievance procedures for state agency employees.

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

SECTION 1. Subtitle B, Title 6, Government Code, is amended by adding Chapter 674 to read as follows:

CHAPTER 674. EMPLOYEE GRIEVANCE PROCEDURES

Sec. 674.001. DEFINITIONS. In this chapter:

(1) "Agency employee" means an individual, other than a state officer, who is employed by a state agency.

(2) "State agency" means:

(A) a department, commission, board, office, or other agency in the executive branch of state government that was created by the Texas Constitution or a statute of this state, including a university system or an institution of higher education as those terms are defined by Section 61.003, Education Code, other than a public junior college as defined by Section 61.003, Education Code;

(B) the legislature or a legislative agency; or

(C) the supreme court, the court of criminal appeals, a court of appeals, the state bar, or another state judicial agency.

Sec. 674.002. AGENCY EMPLOYEE GRIEVANCE PROCEDURE. (a)

The executive head of each state agency by rule shall establish a

1 grievance procedure for agency employees. The procedure must allow
2 an agency employee to appeal an employment action taken by the
3 agency regarding:

4 (1) a disciplinary action imposed on the employee,
5 including:

6 (A) an oral or written reprimand;

7 (B) a demotion;

8 (C) a suspension;

9 (D) a reduction in compensation; and

10 (E) a termination for cause and at will; or

11 (2) the employee's compensation or working conditions,
12 including the hours the employee is required to work.

13 (b) An appeal made under this section is considered to be a
14 contested case under Chapter [2001](#).

15 SECTION 2. Not later than January 1, 2026, the executive
16 head of each state agency shall adopt rules necessary to implement
17 Chapter 674, Government Code, as added by this Act.

18 SECTION 3. This Act takes effect September 1, 2025.