

AN ACT

relating to initial claims under the unemployment compensation system.

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

SECTION 1. Section 208.002(a), Labor Code, is amended to read as follows:

(a) When used in connection with an initial claim, "last work" and "person for whom the claimant last worked" refer to [÷

~~[(1) the last person for whom the claimant actually worked, if the claimant worked for that person for at least 30 hours during a week, or~~

~~[(2)] the employer, as defined by Subchapter C, Chapter 201, [or by the unemployment law of any other state,]~~ for whom the claimant last worked, unless otherwise provided by state or federal law.

SECTION 2. The changes in law made by this Act apply only to a claim for unemployment compensation benefits filed with the Texas Workforce Commission on or after the effective date of this Act. A claim filed before the effective date of this Act is governed by the law in effect on the date the claim was filed, and the former law is continued in effect for that purpose.

SECTION 3. This Act takes effect January 1, 2026.

H.B. No. 3699

President of the Senate

Speaker of the House

I certify that H.B. No. 3699 was passed by the House on April 30, 2025, by the following vote: Yeas 142, Nays 0, 1 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 3699 was passed by the Senate on May 19, 2025, by the following vote: Yeas 31, Nays 0.

Secretary of the Senate

APPROVED: _____

Date

Governor