

By: Gámez

H.B. No. 4415

A BILL TO BE ENTITLED

AN ACT

relating to waiver of immunity in certain employment discrimination actions in connection with a workers' compensation claim.

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

SECTION 1. The heading to Section 451.0025, Labor Code, is amended to read as follows:

Sec. 451.0025. WAIVER OF IMMUNITY; PERMISSION [~~FOR FIRST RESPONDER~~] TO SUE.

SECTION 2. Sections 451.0025(a) and (b), Labor Code, are amended to read as follows:

(a) In this section:

(1) "First[,—"first] responder" has the meaning assigned by Section 421.095, Government Code.

(2) "Local governmental entity," "public employee," and "state governmental entity" have the meanings assigned by Section 554.001, Government Code.

(b) A first responder or public employee who alleges a violation of Section 451.001 by a state or local governmental entity that employs the first responder or employee may sue the governmental entity for the relief provided by this chapter. Sovereign or governmental immunity from suit is waived and abolished to the extent of liability created by this chapter.

SECTION 3. The change in law made by this Act applies only to a cause of action that accrues on or after the effective date of

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1 this Act.

2 SECTION 4. This Act takes effect September 1, 2025.