

By: Dutton

H.B. No. 359

A BILL TO BE ENTITLED

AN ACT

relating to a restriction on the mandatory arbitration of certain employment disputes.

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

SECTION 1. Subtitle A, Title 2, Labor Code, is amended by adding Chapter 25 to read as follows:

CHAPTER 25. MANDATORY ARBITRATION OF EMPLOYMENT DISCRIMINATION

DISPUTES PROHIBITED

Sec. 25.001. MANDATORY ARBITRATION PROHIBITED FOR CERTAIN EMPLOYMENT DISPUTES. An employer may not impose as a condition of employment of an at-will employee mandatory arbitration of a dispute involving an unlawful employment practice for which an employee may file a complaint with the Commission on Human Rights or the federal Equal Employment Opportunity Commission.

SECTION 2. This Act takes effect September 1, 2003, and applies to arbitration agreements entered into before, on, or after that date.