

By: Naishtat

H.B. No. 2122

A BILL TO BE ENTITLED

AN ACT

relating to certain unlawful employment practices.

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

SECTION 1. Section 21.055, Labor Code, is amended to read as follows:

Sec. 21.055. RETALIATION. An employer, labor union, or employment agency commits an unlawful employment practice if the employer, labor union, or employment agency retaliates or discriminates against a person because that person ~~[who]~~, under this chapter:

(1) opposes a discriminatory practice;

(2) makes or files a charge;

(3) files a complaint; or

(4) testifies, assists, or participates in any manner in opposition to a discriminatory practice or in an investigation, proceeding, or hearing conducted under this chapter.

SECTION 2. The change in law made by this Act applies to a claim alleging an unlawful employment practice that is filed with the Texas Workforce Commission civil rights division on or after the effective date of this Act. A claim filed before that date is governed by the law in effect on the date the claim is filed, and the former law is continued in effect for that purpose.

SECTION 3. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as

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1 provided by Section 39, Article III, Texas Constitution. If this
2 Act does not receive the vote necessary for immediate effect, this
3 Act takes effect September 1, 2005.