

By: Pena

H.B. No. 2277

A BILL TO BE ENTITLED

1 AN ACT

2 relating to an employment agreement that requires an employee to
3 waive the right to demand a jury trial.

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

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

7 CHAPTER 25. RESTRICTIONS ON EMPLOYMENT AGREEMENTS

8 Sec. 25.001. WAIVER OF RIGHT TO DEMAND JURY TRIAL
9 PROHIBITED. Notwithstanding any other law, an employment agreement
10 under which an employee is required to waive, as a condition of
11 employment, the employee's right to demand a jury trial is void and
12 against the public policy of this state unless the employment
13 agreement provides for arbitration.

14 SECTION 2. Chapter 25, Labor Code, as added by this Act,
15 applies only to an employment agreement entered into on or after the
16 effective date of this Act. An employment agreement entered into
17 before the effective date of this Act is governed by the law in
18 effect on the date the agreement was entered into, and the former
19 law is continued in effect for that purpose.

20 SECTION 3. This Act takes effect September 1, 2005.