

By: Van de Putte

S.B. No. 311

A BILL TO BE ENTITLED

1 AN ACT

2 relating to reemployment rights of certain members of the National
3 Guard.

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

5 SECTION 1. Section 431.006(a), Government Code, is amended
6 to read as follows:

7 (a) A private employer may not terminate the employment of a
8 permanent employee who is a member of the state military forces of
9 this state or the national guard of another state because the
10 employee is ordered to authorized training or duty by proper
11 authority. The employee is entitled to return to the same
12 employment held when ordered to training or duty and may not be
13 subjected to loss of time, efficiency rating, vacation time, or any
14 benefit of employment during or because of the absence. The
15 employee, as soon as practicable after release from duty, must give
16 written or actual notice of intent to return to employment.

17 SECTION 2. This Act takes effect immediately if it receives
18 a vote of two-thirds of all the members elected to each house, as
19 provided by Section 39, Article III, Texas Constitution. If this
20 Act does not receive the vote necessary for immediate effect, this
21 Act takes effect on the 91st day after the last day of the
22 legislative session.