

By: Vaught

H.B. No. 3890

A BILL TO BE ENTITLED

AN ACT

1
2 relating to protecting certain rights of members of the state
3 military forces.

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

5 SECTION 1. Subchapter A, Chapter 431, Government Code, is
6 amended by adding Section 431.0061 to read as follows:

7 Sec. 431.0061. EMPLOYMENT DISCRIMINATION PROHIBITED. A
8 private employer commits an unlawful employment practice for
9 purposes of Chapter 21, Labor Code, if the employer refuses to hire
10 a member of the state military forces on the basis of the
11 individual's membership in the state military forces.

12 SECTION 2. Subchapter A, Chapter 431, Government Code, is
13 amended by adding Section 431.0171 to read as follows:

14 Sec. 431.0171. DEFERRED DEPLOYMENT. (a) A member of the
15 state military forces called to state active duty may defer the
16 deployment as provided by Subsection (b) if the member of the state
17 military forces:

18 (1) is a single parent of a child whom the parent
19 adopted less than one year before the date of the deployment; or

20 (2) gave birth to a child who is less than one year old
21 on the date of deployment.

22 (b) A member of the state military forces may defer
23 deployment under Subsection (a)(1) until the first anniversary of
24 the date the adoption order was rendered. A member of the state

1 military forces may defer deployment under Subsection (a)(2) until
2 the day after the child's first birthday.

3 SECTION 3. This Act takes effect immediately if it receives
4 a vote of two-thirds of all the members elected to each house, as
5 provided by Section 39, Article III, Texas Constitution. If this
6 Act does not receive the vote necessary for immediate effect, this
7 Act takes effect September 1, 2009.