

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**April 7, 2009**

**TO:** Honorable Patrick M. Rose, Chair, House Committee on Human Services

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB486** by Menendez (Relating to retaliation against employees of a child-care facility.), **As Introduced**

**No significant fiscal implication to the State is anticipated.**

The bill would add a section to Chapter 42, Human Resources Code, related to the prohibition of retaliation against an employee of a child-care facility who reports violations. A former employee would be required to notify the Texas Workforce Commission of his or her intent to sue. The agency indicates that procedures already exist for providing Notices of Intent to Sue to certain facilities, and the costs associated with adding child-care facilities to this group would require no additional resources. The Department of Family and Protective Services indicates that costs associated with rule-making and technical support to providers to implement the provisions of the bill could be absorbed within current resources.

**Local Government Impact**

No fiscal implication to units of local government is anticipated.

**Source Agencies:** 320 Texas Workforce Commission, 530 Family and Protective Services, Department of  
**LBB Staff:** JOB, CL, VJC, MB