

By: Davis

S.B. No. 280

A BILL TO BE ENTITLED

AN ACT

relating to unlawful employment practices regarding discrimination
in payment of compensation.

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

SECTION 1. Section 21.202(a), Labor Code, is amended to
read as follows:

(a) A complaint under this subchapter must be filed not
later than the 180th day after the date the alleged unlawful
employment practice occurred. With respect to an allegation of
discrimination in payment of compensation in violation of this
chapter, an unlawful employment practice occurs each time:

(1) a discriminatory compensation decision or other
practice is adopted;

(2) an individual becomes subject to a discriminatory
compensation decision or other practice; or

(3) an individual is adversely affected by application
of a discriminatory compensation decision or other practice,
including each time wages, benefits, or other compensation affected
wholly or partly by such a decision or other practice is paid.

SECTION 2. Section 21.258, Labor Code, is amended by
amending Subsection (c) and adding Subsection (d) to read as
follows:

(c) Except as otherwise provided by this subsection,
liability [~~Liability~~] under a back pay award may not accrue for a

1 date more than two years before the date a complaint is filed with
2 the commission. Liability may accrue, and an aggrieved person may
3 obtain relief as provided by this subchapter, including recovery of
4 back pay for up to two years preceding the date of filing the
5 complaint, if the unlawful employment practices that have occurred
6 during the period for filing a complaint are similar or related to
7 unlawful employment practices with regard to discrimination in
8 payment of compensation that occurred outside the period for filing
9 a complaint.

10 (d) Interim earnings, workers' compensation benefits, and
11 unemployment compensation benefits received operate to reduce the
12 back pay otherwise allowable under this section.

13 SECTION 3. This Act takes effect immediately if it receives
14 a vote of two-thirds of all the members elected to each house, as
15 provided by Section 39, Article III, Texas Constitution. If this
16 Act does not receive the vote necessary for immediate effect, this
17 Act takes effect September 1, 2011.