

By: Thompson of Harris

H.B. No. 23

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 affected wholly or partly by such a  
decision or other practice are 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. The changes in law made by this Act apply only to  
14 a discriminatory compensation decision or another unlawful  
15 employment practice with regard to discrimination in payment of  
16 compensation that occurs on or after the effective date of this Act.

17       SECTION 4. 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.