

By: Farias

H.B. No. 418

Substitute the following for H.B. No. 418:

By: Menendez

C.S.H.B. No. 418

A BILL TO BE ENTITLED

AN ACT

relating to leave for certain veterans returning to state employment.

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

SECTION 1. Subchapter Z, Chapter 661, Government Code, is amended by adding Section 661.920 to read as follows:

Sec. 661.920. LEAVE FOR REEMPLOYED VETERANS. (a) A state employee is entitled to leave under this section if the state employee:

(1) is a member of a reserve component of the armed forces of the United States, including the National Guard;

(2) is ordered to federal active duty under Title 10, United States Code, for at least 180 days, during a period of war or during an ongoing recognized conflict for which a campaign medal is authorized, or to support stability operations after the end of a war or conflict; and

(3) received an honorable discharge or a general discharge under honorable conditions after the completion of the service described by Subdivision (2).

(b) A state employee described by Subsection (a) who is reemployed by a state agency after military service shall be granted leave without a deduction in salary or loss of vacation time, sick leave, earned overtime credit, or state compensatory time to tend to matters relating to the employee's military service

1 or reintegration into civilian life, including obtaining medical or  
2 mental health care and receiving employee assistance counseling.  
3 Leave under this subsection may not exceed 15 days and must be used  
4 before the first anniversary of the date the employee is reemployed  
5 by the state agency.

6 (c) On each anniversary of the date a state employee  
7 described by Subsection (a) is reemployed by a state agency, the  
8 employee shall be granted leave without a deduction in salary or  
9 loss of vacation time, sick leave, earned overtime credit, or state  
10 compensatory time to tend to matters relating to the employee's  
11 military service or reintegration into civilian life, including  
12 obtaining medical or mental health care and receiving employee  
13 assistance counseling. Leave under this subsection may not exceed  
14 10 days. The amount of any unused leave under this subsection may  
15 not be carried forward to a subsequent year.

16 (d) The administrative head of a state agency may grant  
17 additional days of leave described by Subsections (b) and (c) as the  
18 administrative head determines appropriate for the employee.

19 SECTION 2. This Act takes effect September 1, 2013.