

1-1 By: Thompson of Harris, et al. H.B. No. 950
 1-2 (Senate Sponsor - Davis)
 1-3 (In the Senate - Received from the House April 29, 2013;
 1-4 May 2, 2013, read first time and referred to Committee on Economic
 1-5 Development; May 17, 2013, reported favorably by the following
 1-6 vote: Yeas 4, Nays 0; May 17, 2013, sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8	X			
1-9				
1-10			X	
1-11			X	
1-12	X			
1-13	X			
1-14			X	
1-15	X			

1-16 A BILL TO BE ENTITLED
 1-17 AN ACT

1-18 relating to unlawful employment practices regarding discrimination
 1-19 in payment of compensation.

1-20 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-21 SECTION 1. Section 21.202(a), Labor Code, is amended to
 1-22 read as follows:

1-23 (a) A complaint under this subchapter must be filed not
 1-24 later than the 180th day after the date the alleged unlawful
 1-25 employment practice occurred. With respect to an allegation of
 1-26 discrimination in payment of compensation in violation of this
 1-27 chapter, an unlawful employment practice occurs each time:

1-28 (1) a discriminatory compensation decision or other
 1-29 practice is adopted;

1-30 (2) an individual becomes subject to a discriminatory
 1-31 compensation decision or other practice; or

1-32 (3) an individual is adversely affected by application
 1-33 of a discriminatory compensation decision or other practice,
 1-34 including each time wages, benefits, or other compensation affected
 1-35 wholly or partly by such a decision or other practice is paid.

1-36 SECTION 2. Section 21.258, Labor Code, is amended by
 1-37 amending Subsection (c) and adding Subsection (d) to read as
 1-38 follows:

1-39 (c) Except as otherwise provided by this subsection,
 1-40 liability [~~Liability~~] under a back pay award may not accrue for a
 1-41 date more than two years before the date a complaint is filed with
 1-42 the commission. Liability may accrue, and an aggrieved person may
 1-43 obtain relief as provided by this subchapter, including recovery of
 1-44 back pay for up to two years preceding the date of filing the
 1-45 complaint, if the unlawful employment practices that have occurred
 1-46 during the period for filing a complaint are similar or related to
 1-47 unlawful employment practices with regard to discrimination in
 1-48 payment of compensation that occurred outside the period for filing
 1-49 a complaint.

1-50 (d) Interim earnings, workers' compensation benefits, and
 1-51 unemployment compensation benefits received operate to reduce the
 1-52 back pay otherwise allowable under this section.

1-53 SECTION 3. This Act takes effect immediately if it receives
 1-54 a vote of two-thirds of all the members elected to each house, as
 1-55 provided by Section 39, Article III, Texas Constitution. If this
 1-56 Act does not receive the vote necessary for immediate effect, this
 1-57 Act takes effect September 1, 2013.

1-58 * * * * *