

By: M. Gonzalez of El Paso,  
Rodriguez of Travis, et al.

H.B. No. 1131

Substitute the following for H.B. No. 1131:

By: Davis of Dallas

C.S.H.B. No. 1131

A BILL TO BE ENTITLED

AN ACT

relating to a database of employers penalized for failure to pay wages or convicted of certain offenses involving wage theft.

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

SECTION 1. Subchapter D, Chapter 301, Labor Code, is amended by adding Section 301.070 to read as follows:

Sec. 301.070. DATABASE REGARDING WAGE THEFT. (a) In this section:

(1) "Attorney representing the state" means a district attorney, criminal district attorney, or county attorney performing the duties of a district attorney.

(2) "Employee" and "employer" have the meanings assigned by Section 61.001.

(b) The commission shall make available on its Internet website a publicly accessible list of all employers in this state that have been:

(1) assessed an administrative penalty under Section 61.053; or

(2) convicted of an offense under:

(A) Section 61.019; or

(B) Section 31.04, Penal Code, if the offense involved the theft of a service that was rendered by an employee of the employer.

(c) For an employer that is a business entity, the database

1 must include the name under which the entity operates and the name  
2 of each individual who is an owner of the entity.

3 (d) The commission must provide notice to an employer not  
4 later than the 60th day before the date the employer is listed in  
5 the database.

6 (e) The commission by rule shall establish a process by  
7 which an employer may, at any time after receiving notice under  
8 Subsection (d), dispute the employer's inclusion in the database.  
9 The process must require the commission to investigate and make a  
10 final determination regarding an employer dispute under this  
11 subsection not later than the 21st day after the date the dispute is  
12 filed.

13 (f) The commission shall list an employer in the database  
14 until the third anniversary of the date the penalty is assessed or  
15 the employer is convicted.

16 (g) An attorney representing the state shall report to the  
17 commission the name of each employer that is prosecuted and  
18 convicted in the attorney's jurisdiction of an offense described by  
19 Subsection (b)(2).

20 (h) For purposes of this section, a person has been  
21 convicted of an offense if the person was adjudged guilty of the  
22 offense or entered a plea of guilty or nolo contendere in return for  
23 a grant of deferred adjudication, regardless of whether the  
24 sentence for the offense was ever imposed or whether the sentence  
25 was probated and the person was subsequently discharged from  
26 community supervision.

27 SECTION 2. (a) The change in law made by this Act applies

1 only to an administrative penalty assessed on or after the  
2 effective date of this Act. An administrative penalty assessed  
3 before the effective date of this Act is governed by the law in  
4 effect on the date the penalty was assessed, and the former law is  
5 continued in effect for that purpose.

6 (b) The change in law made by this Act applies only to a  
7 criminal proceeding that commences on or after the effective date  
8 of this Act. A criminal proceeding that commences before the  
9 effective date of this Act is governed by the law in effect on the  
10 date the proceeding commenced, and the former law is continued in  
11 effect for that purpose.

12 SECTION 3. Not later than December 1, 2013, the Texas  
13 Workforce Commission shall establish the database required by  
14 Section 301.070, Labor Code, as added by this Act.

15 SECTION 4. This Act takes effect September 1, 2013.