

By: Thompson of Harris

H.B. No. 1419

A BILL TO BE ENTITLED

1 AN ACT

2 relating to a report to the legislature by the Texas Workforce
3 Commission civil rights division concerning wage discrimination.

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

5 SECTION 1. Subchapter J, Chapter 21, Labor Code, is amended
6 by adding Section 21.505 to read as follows:

7 Sec. 21.505. WAGE DISCRIMINATION REPORT. (a) The
8 commission shall submit a report to the legislature not later than
9 December 31 of each even-numbered year regarding the extent and
10 nature of wage discrimination, based on wage and demographic
11 information available from existing sources and collected under
12 this section, including information obtained from:

13 (1) other divisions of the Texas Workforce Commission,
14 the workers' compensation division of the Texas Department of
15 Insurance, and the comptroller; and

16 (2) complaints received by the commission.

17 (b) The commission shall use the wage and demographic
18 information collected under Subsection (a) for statistical and
19 research purposes and shall publish studies, analyses, reports, and
20 surveys based on that information as considered appropriate by the
21 commission. The commission may request and receive appropriate
22 information from additional state agencies.

23 (c) In preparing the report required under Subsection (a),
24 the commission shall adopt criteria determining whether a job is

1 dominated by employees of a particular race, color, disability,
2 religion, sex, national origin, or age. The criteria must include:

3 (1) whether the job has ever been formally classified
4 as a "male" or "female" job or a "white" or "minority" job;

5 (2) whether there is a history of discrimination
6 against persons in a protected class with regard to wages,
7 assignment, access to jobs, or other terms and conditions of
8 employment; and

9 (3) the demographic composition of the workforce in
10 equivalent jobs.

11 (d) The criteria adopted under Subsection (c) may include a
12 list of jobs.

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