

**House Bill 950**  
Senate Amendments  
Section-by-Section Analysis

HOUSE VERSION

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, benefits, or other compensation affected wholly or partly by such a decision or other practice is 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 date more than two years before the date a complaint is filed with the commission. Liability may accrue, and an aggrieved person may obtain relief as provided by this subchapter, including recovery of back pay for up to two years preceding the date of filing the complaint, if the unlawful employment practices that have occurred during the period for filing a complaint are similar or related to unlawful employment practices with regard to discrimination in payment of compensation that occurred outside the period for filing a

SENATE VERSION (IE)

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. [FA1(1)-(2)]

SECTION 2. Same as House version.

CONFERENCE

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complaint.

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

No equivalent provision.

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

SENATE VERSION (IE)

SECTION \_\_. The changes in law made by this Act apply only to discriminatory compensation decisions or other unlawful employment practices with regard to discrimination in payment of compensation made on or after the effective date of this Act. [FA1,3rd]

SECTION 3. Same as House version.

CONFERENCE