

BILL ANALYSIS

C.S.H.B. 426
By: Howard
Government Transparency & Operation
Committee Report (Substituted)

BACKGROUND AND PURPOSE

Currently, state agencies are required to list job openings with the Texas Workforce Commission (TWC). However, not all agencies are required to accept applications from the TWC online application system, WorkInTexas.com. Interested parties note that inconsistent use of the website is a barrier to qualified applicants who must enter the same work history information multiple times through the WorkInTexas.com website and other agency-specific applications. The parties assert that streamlining the employment application process across agencies and job postings for similar positions will help Texas agencies attract highly qualified employees. In order to achieve these purposes, C.S.H.B. 426 seeks to require all state agencies, excluding institutions of higher education and university systems, to accept applications through the WorkInTexas.com website.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

C.S.H.B. 426 amends the Government Code to require the online system for listing state agency employment openings maintained by the Texas Workforce Commission (TWC) to allow an applicant for employment to complete a single state application online and enter the application into an online database from which the applicant may electronically send the application to multiple state agencies. The bill requires the TWC to prescribe a standard electronic format for the online application and ensure that the online system allows an applicant to submit and a state agency to receive an online application for state agency employment. The bill requires a state agency, excluding an institution of higher education or university system, to accept an application for an employment opening from the online system and specifies that the bill's requirements do not prohibit a state agency from accepting an application for an employment opening in a manner other than through the online system.

EFFECTIVE DATE

September 1, 2015.

COMPARISON OF ORIGINAL AND SUBSTITUTE

While C.S.H.B. 426 may differ from the original in minor or nonsubstantive ways, the following

comparison is organized and formatted in a manner that indicates the substantial differences between the introduced and committee substitute versions of the bill.

INTRODUCED

SECTION 1. Subchapter A, Chapter 656, Government Code, is amended by adding Section 656.002 to read as follows:

Sec. 656.002. ONLINE STATE AGENCY EMPLOYMENT APPLICATIONS. (a) In this section, "state agency" does not include an institution of higher education or university system as defined by Section 61.003, Education Code.

(b) The online system for listing state agency employment openings maintained by the Texas Workforce Commission must allow an applicant for employment to complete a single state application online and enter the application and any additional documents required to be submitted with the application into an online database from which the applicant may electronically send the application and documents to multiple state agencies.

(c) A state agency shall accept an application for an employment opening from the online system maintained by the Texas Workforce Commission.

(d) This section does not prohibit a state agency from accepting an application for an employment opening in a manner other than the manner described by this section.

SECTION 2. This Act takes effect September 1, 2015.

HOUSE COMMITTEE SUBSTITUTE

SECTION 1. Subchapter A, Chapter 656, Government Code, is amended by adding Section 656.002 to read as follows:

Sec. 656.002. ONLINE STATE AGENCY EMPLOYMENT APPLICATIONS. (a) In this section, "state agency" does not include an institution of higher education or university system as defined by Section 61.003, Education Code.

(b) The online system for listing state agency employment openings maintained by the Texas Workforce Commission must allow an applicant for employment to complete a single state application online and enter the application into an online database from which the applicant may electronically send the application to multiple state agencies.

(c) The Texas Workforce Commission shall:

(1) prescribe a standard electronic format for the online application described by Subsection (b); and

(2) ensure that the commission's online system allows an applicant to submit and a state agency to receive an online application for state agency employment.

(d) A state agency shall accept an application for an employment opening from the online system maintained by the Texas Workforce Commission.

(e) This section does not prohibit a state agency from accepting an application for an employment opening in a manner other than the manner described by this section.

SECTION 2. Same as introduced version.