

By: Thompson of Harris, Davis of Harris,
Collier, Alvarado

H.B. No. 187

Substitute the following for H.B. No. 187:

By: Oliveira

C.S.H.B. No. 187

A BILL TO BE ENTITLED

1 AN ACT

2 relating to the statute of limitations applicable to unlawful
3 employment practices.

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

5 SECTION 1. Section 21.202, Labor Code, is amended by
6 amending Subsection (a) and adding Subsection (c) to read as
7 follows:

8 (a) A complaint under this subchapter must be filed not
9 later than the earlier of:

10 (1) the 180th day after the date the complainant
11 discovered the alleged unlawful employment practice; or

12 (2) the fifth anniversary of the date the alleged
13 unlawful employment practice occurred.

14 (c) For purposes of Subsection (a), with respect to a
15 complaint based on the payment of wages, an unlawful employment
16 practice does not occur each time wages affected wholly or partly by
17 the practice are paid.

18 SECTION 2. The changes in law made by this Act apply only to
19 an unlawful employment practice that occurs on or after the
20 effective date of this Act.

21 SECTION 3. This Act takes effect September 1, 2015.