

BILL ANALYSIS

H.B. 88
By: Martinez, "Mando"
Business & Industry
Committee Report (Unamended)

BACKGROUND AND PURPOSE

Interested parties are concerned that employees with sick foster children do not enjoy the same right to personal leave to care for such children as do employees with sick biological or adopted children. H.B. 88 seeks to address this issue by making it an unlawful employment practice for an employer to administer a leave policy that does not treat an employee's sick foster child in the same manner as a biological or adopted minor child.

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

H.B. 88 amends the Labor Code to make it an unlawful employment practice for an employer to administer a leave policy under which an employee is entitled to personal leave to care for or otherwise assist the employee's sick child that does not treat in the same manner as an employee's biological or adopted minor child any foster child of the employee who resides in the same household as the employee and who is under the conservatorship of the Department of Family and Protective Services.

EFFECTIVE DATE

September 1, 2017.