

By: Zaffirini

S.B. No. 1498

A BILL TO BE ENTITLED

AN ACT

relating to the regulation of temporary common worker employers.

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

SECTION 1. Section 92.001(a), Labor Code, is amended to read as follows:

(a) The legislature finds that this chapter is necessary to:

(1) provide for the health, safety, and welfare of common workers throughout this state; and

(2) establish uniform standards of conduct and practice for temporary common worker [~~certain~~] employers in this state.

SECTION 2. Section 92.002, Labor Code, is amended by amending Subdivision (6) and adding Subdivision (6-a) to read as follows:

(6) "Labor hall" means a central location maintained by a temporary common worker employer [~~license holder~~] where common workers assemble and are dispatched to work for a user of common workers.

(6-a) "Municipality" has the meaning assigned by Section 1.005, Local Government Code.

SECTION 3. The heading to Subchapter B, Chapter 92, Labor Code, is amended to read as follows:

SUBCHAPTER B. AUTHORITY TO OPERATE [~~LICENSE REQUIREMENTS~~]

SECTION 4. Subchapter B, Chapter 92, Labor Code, is amended

1 by adding Section 92.0115 to read as follows:

2 Sec. 92.0115. AUTHORITY TO OPERATE. Subject to Section
3 92.013 and unless prohibited by a governmental subdivision, a
4 person may operate as a temporary common worker employer in this
5 state if the person meets the requirements of this chapter.

6 SECTION 5. The heading to Section 92.012, Labor Code, is
7 amended to read as follows:

8 Sec. 92.012. EXEMPTIONS [~~FROM LICENSING REQUIREMENT~~].

9 SECTION 6. Section 92.013(b), Labor Code, is amended to
10 read as follows:

11 (b) A municipality with a population greater than one
12 million may establish municipal [~~licensing~~] requirements that
13 impose stricter standards of conduct and practice than those
14 imposed under Subchapter C.

15 SECTION 7. The heading to Subchapter C, Chapter 92, Labor
16 Code, is amended to read as follows:

17 SUBCHAPTER C. STANDARDS OF CONDUCT AND PRACTICE [~~POWERS AND DUTIES~~
18 ~~OF LICENSE HOLDER~~]

19 SECTION 8. Section 92.021, Labor Code, is amended to read as
20 follows:

21 Sec. 92.021. POWERS AND DUTIES OF [~~LICENSE HOLDER AS~~
22 EMPLOYER. (a) Each temporary common worker employer [~~license~~
23 ~~holder~~] is the employer of the common workers provided by that
24 temporary common worker employer [~~license holder~~].

25 (b) A temporary common worker employer [~~license holder~~] may
26 hire, reassign, control, direct, and discharge the employees of the
27 temporary common worker employer [~~license holder~~].

1 SECTION 9. Section 92.022, Labor Code, is amended to read as
2 follows:

3 Sec. 92.022. REQUIRED RECORDS; CONFIDENTIALITY. (a) Each
4 temporary common worker employer [~~license holder~~] shall maintain
5 and make available to a governmental subdivision [~~representative of~~
6 ~~the department~~] records that show for each common worker provided
7 by the temporary common worker employer [~~license holder~~] to a user
8 of common workers:

- 9 (1) the name and address of the worker;
10 (2) the hours worked;
11 (3) the places at which the work was performed;
12 (4) the wages paid to the worker; and
13 (5) any deductions made from those wages.

14 (b) The temporary common worker employer [~~license holder~~]
15 shall maintain the records at least until the second anniversary of
16 the date on which the worker was last employed by the temporary
17 common worker employer [~~license holder~~].

18 (c) Information received by the governmental subdivision
19 [~~commission or department~~] under this section is privileged and
20 confidential and is for the exclusive use of the governmental
21 subdivision [~~commission or department~~]. The information may not be
22 disclosed to any other person except on the entry of a court order
23 requiring disclosure or on the written consent of a person under
24 investigation who is the subject of the records.

25 SECTION 10. Section 92.023(b), Labor Code, is amended to
26 read as follows:

27 (b) Each temporary common worker employer [~~license holder~~]

1 shall ~~[also]~~ post in a conspicuous place in the ~~[licensed]~~ premises
2 on which the temporary common worker employer operates a notice of
3 any charge permitted under this chapter that the temporary common
4 worker employer ~~[license holder]~~ may assess against a common worker
5 for equipment, tools, transportation, or other work-related
6 services.

7 SECTION 11. Section 92.024, Labor Code, is amended to read
8 as follows:

9 Sec. 92.024. LABOR HALL REQUIREMENTS. A temporary common
10 worker employer ~~[license holder]~~ that operates a labor hall as part
11 of a ~~[licensed]~~ premises on which the temporary common worker
12 employer operates shall provide adequate facilities for a worker
13 waiting for a job assignment. The facilities must include:

- 14 (1) restroom facilities for both men and women;
- 15 (2) drinking water;
- 16 (3) sufficient seating; and
- 17 (4) access to vending refreshments and food.

18 SECTION 12. Section 92.025, Labor Code, is amended to read
19 as follows:

20 Sec. 92.025. CERTAIN CHARGES AND DEDUCTIONS PROHIBITED.

21 (a) A temporary common worker employer ~~[license holder]~~ may not
22 charge a common worker for:

- 23 (1) safety equipment, clothing, or accessories
24 required by the nature of the work, either by law, custom, or the
25 requirements of the user of common workers;
- 26 (2) uniforms, special clothing, or other items
27 required as a condition of employment by the user of common workers;

- 1 (3) the cashing of a check or voucher; or
- 2 (4) the receipt by the worker of earned wages.

3 (b) A temporary common worker employer [~~license holder~~] may
4 not deduct or withhold any amount from the earned wages of a common
5 worker except:

- 6 (1) a deduction required by federal or state law; or
- 7 (2) a reimbursement for a cash advance made to the
8 worker during the same pay period.

9 SECTION 13. Chapter 92, Labor Code, is amended by adding
10 Subchapter D to read as follows:

11 SUBCHAPTER D. ENFORCEMENT

12 Sec. 92.031. ENFORCEMENT. A governmental subdivision may
13 enforce this chapter within the boundaries of the governmental
14 subdivision.

15 SECTION 14. The following provisions of the Labor Code are
16 repealed:

- 17 (1) Sections 92.002(1), (4), and (4-a);
- 18 (2) Section 92.003;
- 19 (3) Section 92.004;
- 20 (4) Section 92.011;
- 21 (5) Section 92.013(a);
- 22 (6) Section 92.014;
- 23 (7) Section 92.015; and
- 24 (8) Section 92.023(a).

25 SECTION 15. (a) An administrative proceeding pending
26 under Chapter 51, Occupations Code, or Chapter 92, Labor Code, on
27 the effective date of this Act related to a violation of Chapter 92,

1 Labor Code, as that chapter existed immediately before the
2 effective date of this Act, is dismissed.

3 (b) An administrative penalty assessed by the Texas
4 Commission of Licensing and Regulation or the executive director of
5 the Texas Department of Licensing and Regulation related to a
6 violation of Chapter 92, Labor Code, as that chapter existed
7 immediately before the effective date of this Act, may be collected
8 as provided by Chapter 51, Occupations Code.

9 (c) The changes in law made by this Act do not affect the
10 pending prosecution of an offense under Chapter 92, Labor Code, as
11 that chapter existed immediately before the effective date of this
12 Act. An offense committed before the effective date of this Act is
13 governed by the law in effect on the date the offense was committed,
14 and the former law is continued in effect for that purpose. For
15 purposes of this subsection, an offense was committed before the
16 effective date of this Act if any element of the offense was
17 committed before that date.

18 SECTION 16. This Act takes effect September 1, 2017.