

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION**

**April 28, 2017**

**TO:** Honorable René Oliveira, Chair, House Committee on Business & Industry

**FROM:** Ursula Parks, Director, Legislative Budget Board

**IN RE: HB2787** by White (Relating to the prohibition of employment discrimination based on an individual's political beliefs.), **As Introduced**

The probable impact of implementing the bill is indeterminate because there is no available data to determine the volume of additional complaint cases the Texas Workforce Commission would receive. This information is necessary to determine the impact of the bill's enforcement provision.

The bill would amend the Labor Code relating to the prohibition of employment discrimination based on an individual's political beliefs. Based on information provided by the Texas Workforce Commission (TWC), the volume of additional complaint cases is currently unknown; therefore, the fiscal impact cannot be determined.

Under Chapter 21 of the Labor Code, TWC's Civil Rights division receives employment discrimination complaints and conducts investigations, mediation, and appeals to resolve complaints. The cases resulting from the provisions of the bill would not be reimbursed by the U.S. Equal Employment Opportunity Commission because political beliefs cases are not covered under federal law. This analysis assumes there would be a cost to the agency to handle the increased caseload; however, the fiscal impact cannot be determined.

The bill would take effect on September 1, 2017.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 320 Texas Workforce Commission

**LBB Staff:** UP, CL, EH, CP