

BILL ANALYSIS

H.B. 399
By: Hernandez
International Relations & Economic Development
Committee Report (Unamended)

BACKGROUND AND PURPOSE

Concerns have been raised that victims of wage theft are often unaware of the deadline for filing a formal complaint with the Texas Workforce Commission until after the deadline has passed, and reports indicate other states provide a much longer period during which such a complaint may be filed. H.B. 399 seeks to address these concerns by granting victims of wage theft more time to file a claim for unpaid wages.

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. 399 amends the Labor Code to extend the period during which an employee may file a claim for unpaid wages with the Texas Workforce Commission from not later than the 180th day after the date the wages claimed became due for payment to not later than the first anniversary of that date. The bill applies to a wage claim filed for wages that become due for payment on or after March 5, 2019.

EFFECTIVE DATE

September 1, 2019.