

BILL ANALYSIS

H.B. 3449
By: Smithee
Judiciary & Civil Jurisprudence
Committee Report (Unamended)

BACKGROUND AND PURPOSE

Concerns have been raised that employment protections for individuals who serve on juries are too limited and that this may discourage or even prevent these individuals from performing an essential civic duty. H.B. 3449 seeks to address these concerns by expanding legal protections to all permanent employees who serve on juries and by prohibiting employers from taking additional adverse action against employees in relation to jury service.

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. 3449 amends the Civil Practice and Remedies Code to prohibit an employer from discharging, threatening to discharge, intimidating, or coercing any permanent employee because the employee serves as a juror, or for the employee's attendance or scheduled attendance in connection with the service, in any court in the United States.

EFFECTIVE DATE

September 1, 2019.