86R13655 SCL-F

By:  Cortez H.B. No. 2592

A BILL TO BE ENTITLED

AN ACT

relating to establishment of an employee grievance procedure for the Health and Human Services Commission and Department of Family and Protective Services.

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

SECTION 1.  Subchapter A, Chapter 531, Government Code, is amended by adding Section 531.0095 to read as follows:

Sec. 531.0095.  EMPLOYEE GRIEVANCE PROCEDURE. The executive commissioner by rule shall establish a grievance procedure for commission employees and employees of the Department of Family and Protective Services. The procedure must allow an employee to appeal a dispute regarding:

(1)  a disciplinary action, including:

(A)  an oral or written reprimand;

(B)  a demotion;

(C)  a suspension;

(D)  a reduction in compensation; and

(E)  a termination for cause and at will; or

(2)  the employee's compensation or working conditions, including required working hours.

SECTION 2.  Not later than January 1, 2020, the executive commissioner of the Health and Human Services Commission shall adopt rules necessary to implement Section 531.0095, Government Code, as added by this Act.

SECTION 3.  This Act takes effect September 1, 2019.