

By: Minjarez

H.B. No. 1061

A BILL TO BE ENTITLED

AN ACT

relating to mandatory arbitration as a condition of employment.

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

SECTION 1. Subtitle A, Title 2, Labor Code, is amended by adding Chapter 26 to read as follows:

CHAPTER 26. EMPLOYMENT AGREEMENTS

Sec. 26.001. MANDATORY ARBITRATION AGREEMENT AS CONDITION OF EMPLOYMENT. (a) An employer may not require an employee to sign a mandatory arbitration agreement as a condition of employment unless, on hiring the employee:

(1) the employer verbally reviews the agreement with the employee; and

(2) the employer and employee sign an acknowledgment that:

(A) the employer has reviewed the agreement with the employee;

(B) the employer has answered the employee's questions and concerns related to the agreement; and

(C) both parties understand their rights and responsibilities under the agreement.

(b) The arbitration agreement and acknowledgment must be provided to the employee in the employee's native language.

SECTION 2. The change in law made by this Act applies only to an employer requiring arbitration as a condition of employment

1 for an employee who begins employment on or after the effective date
2 of this Act. An employer requiring arbitration as a condition of
3 employment for an employee who began employment before that date is
4 governed by the law in effect immediately before the effective date
5 of this Act, and the former law is continued in effect for that
6 purpose.

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