

By: Cortez

H.B. No. 2592

A BILL TO BE ENTITLED

1 AN ACT
2 relating to establishment of an employee grievance procedure for
3 the Health and Human Services Commission and Department of Family
4 and Protective Services.

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

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

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

- 13 (1) a disciplinary action, including:
14 (A) an oral or written reprimand;
15 (B) a demotion;
16 (C) a suspension;
17 (D) a reduction in compensation; and
18 (E) a termination for cause and at will; or
19 (2) the employee's compensation or working conditions,
20 including required working hours.

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

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