

By: Sanford, Krause, Rodriguez,  
King of Parker, et al.

H.B. No. 2969

A BILL TO BE ENTITLED

AN ACT

relating to prohibited adverse employment action against a first responder based on mental illness.

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

SECTION 1. Subtitle B, Title 9, Health and Safety Code, is amended by adding Chapter 786 to read as follows:

CHAPTER 786. PROHIBITED ADVERSE EMPLOYMENT ACTION AGAINST FIRST RESPONDER

Sec. 786.001. DEFINITION. In this chapter, "first responder" means a public safety employee of a state agency or political subdivision of this state whose duties include responding rapidly to an emergency.

Sec. 786.002. APPLICABILITY. This chapter applies only to a first responder who is:

(1) a peace officer licensed under Chapter 1701, Occupations Code, whose duties include responding rapidly to an emergency;

(2) fire protection personnel as defined by Section 419.021, Government Code; or

(3) emergency medical services personnel licensed under Chapter 773.

Sec. 786.003. DISCRIMINATION PROHIBITED. (a) Except as provided by Subsection (b), an employer of a first responder may not suspend, terminate, or take any other adverse employment action

1 against a first responder solely because the employer knows or  
2 believes that the first responder has a mental illness.

3 (b) Notwithstanding Subsection (a), an employer of a first  
4 responder who knows or believes that the first responder has a  
5 mental illness may take an appropriate adverse employment action  
6 that is necessary to ensure public safety.

7 Sec. 786.004. CLAIM OR DEFENSE BASED ON ADVERSE EMPLOYMENT  
8 ACTION; DAMAGES. (a) A person may assert a violation of this  
9 chapter as a claim against an employer, including a governmental  
10 entity, in a judicial or administrative proceeding or as a defense  
11 in a judicial or administrative proceeding.

12 (b) An aggrieved person may seek:  
13 (1) compensatory damages;  
14 (2) reasonable attorney's fees and court costs; and  
15 (3) any other appropriate relief.

16 Sec. 786.005. SOVEREIGN IMMUNITY WAIVED. Sovereign  
17 immunity to suit is waived and abolished to the extent of liability  
18 created by this chapter.

19 SECTION 2. This Act applies only to a suspension,  
20 termination, or other adverse employment action taken by an  
21 employer against a first responder on or after the effective date of  
22 this Act. A suspension, termination, or other adverse employment  
23 action that is taken by an employer against a first responder before  
24 the effective date of this Act is governed by the law in effect on  
25 the date the employment action is taken, and the former law is  
26 continued in effect for that purpose.

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