

By: Smithee

H.B. No. 3449

A BILL TO BE ENTITLED

AN ACT

relating to employment protections for jury service.

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

SECTION 1. Section [122.001](#), Civil Practice and Remedies Code, is amended to read as follows:

Sec. 122.001. PROTECTION OF JURORS' EMPLOYMENT; JUROR'S RIGHT TO REEMPLOYMENT; NOTICE OF INTENT TO RETURN. (a) An [A ~~private~~] employer may not discharge, threaten to discharge, intimidate, or coerce any [terminate the employment of a] 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.

(b) An employee who is discharged, threatened with discharge, intimidated, or coerced [whose employment is terminated] in violation of this section is entitled to return to the same employment that the employee held when summoned for jury service if the employee, as soon as practical after release from jury service, gives the employer actual notice that the employee intends to return.

SECTION 2. This Act takes effect September 1, 2019.