

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 86TH LEGISLATIVE REGULAR SESSION**

**March 3, 2019**

**TO:** Honorable Trey Martinez Fischer, Chair, House Committee on Business & Industry

**FROM:** John McGeady, Assistant Director    Sarah Keyton, Assistant Director  
Legislative Budget Board

**IN RE: HB621** by Neave (Relating to prohibited adverse employment action against an employee who in good faith reports child abuse or neglect.), **As Introduced**

**No significant fiscal implication to the State is anticipated.**

The bill would amend the Family Code to prohibit an employer from taking any adverse employment action against a child-care or education professional that reports possible child abuse or neglect; define adverse employment action; and authorize a suit for injunctive relief or damages or both to the person suspended, terminated, discriminated against, or who suffers adverse employment action.

Based on the analysis of the Office of Court Administration, duties and responsibilities associated with implementing the provisions of the bill could be accomplished using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 212 Office of Court Administration, Texas Judicial Council

**LBB Staff:** WP, CLo, MW, DA