A BILL TO BE ENTITLED

AN ACT

relating to the determination of whether work is suitable for an
individual for the purpose of determining the individual's
unemployment compensation benefit eligibility.

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

SECTION 1. Section 207.008(b), Labor Code, is amended to
read as follows:

(b) Notwithstanding any other provision of this subtitle, work is not suitable and benefits may not be denied under this
subtitle to an otherwise eligible individual for refusal to accept
new work if:

(1) the position offered is vacant directly because of a strike, lockout, or other labor dispute;

(2) the wages, hours, or other conditions of the work offered are substantially less favorable to the individual than those prevailing for similar work in the locality; [or]

(3) as a condition of being employed, the individual is required to join a company union or to resign from or refrain from joining a bona fide labor organization;

(4) the place of performance of the work offered is in violation of federal, state, or local protocols relating to the spread of infectious diseases, including COVID-19; or

(5) the work offered presents an unreasonable risk of exposure to infectious diseases, including COVID-19, that cannot be
mitigated with reasonable care.

SECTION 2. The change in law made by this Act applies only to a claim for unemployment compensation benefits filed with the Texas Workforce Commission on or after the effective date of this Act. A claim filed before the effective date of this Act is governed by the law in effect on the date the claim was filed, and the former law is continued in effect for that purpose.

SECTION 3. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2021.