

By: Guillen

H.B. No. 3763

A BILL TO BE ENTITLED

AN ACT

relating to a prohibition on certain employer requirements relating to employee jury duty compensation.

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

SECTION 1. Subchapter B, Chapter 61, Labor Code, is amended by adding Section 61.0185 to read as follows:

Sec. 61.0185. PROHIBITED EMPLOYER REQUIREMENTS RELATING TO JURY DUTY COMPENSATION. An employer who pays wages, including on a salary basis, to an employee for any period during which the employee is absent from work due to reporting for jury service and discharging that duty may not:

(1) require the employee to remit to the employer any reimbursement for travel or other expenses, or any other compensation, received by the employee for that service; or

(2) withhold or divert any part of the employee's wages to offset the amount of any reimbursement or other compensation described by Subdivision (1).

SECTION 2. The change in law made by this Act applies only with respect to reimbursement or compensation for jury service that commences on or after the effective date of this Act.

SECTION 3. This Act takes effect September 1, 2021.