

By: Eckhardt

S.B. No. 1835

A BILL TO BE ENTITLED

1 AN ACT
2 relating to the statute of limitations applicable to a complaint
3 filed with the Texas Workforce Commission regarding an unlawful
4 employment practice.

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

6 SECTION 1. Section 21.201(g), Labor Code, is amended to
7 read as follows:

8 (g) If a perfected complaint is not received by the
9 commission within 300 [~~180~~] days of the alleged unlawful employment
10 practice, the commission shall notify the respondent that a
11 complaint has been filed and that the process of perfecting the
12 complaint is in progress.

13 SECTION 2. Section 21.202(a), Labor Code, is amended to
14 read as follows:

15 (a) A complaint under this subchapter must be filed not
16 later than the 300th [~~180th~~] day after the date the alleged unlawful
17 employment practice occurred.

18 SECTION 3. The change in law made by this Act applies only
19 to a complaint based on conduct occurring on or after the effective
20 date of this Act. A complaint that is based on conduct occurring
21 before that date is governed by the law in effect on the date the
22 conduct occurred, and the former law is continued in effect for that
23 purpose.

24 SECTION 4. This Act takes effect September 1, 2021.