

Amend CSSB 7 (house committee report) on page 4 by striking lines 2 through 21 and substituting the following:

Sec. 81D.006. ADMINISTRATIVE PENALTY. If, following an investigation under Section 81D.004, the commission determines that the employer violated this chapter, the commission:

(1) shall:

(A) impose on the employer an administrative penalty in an amount equal to \$10,000 for each violation; and

(B) require the employer, as applicable, to:

(i) hire the applicant for employment or offer a contract to the applicant for a contract position; or

(ii) reinstate the employee or contractor and provide the employee or contractor with back pay from the date the employer took the adverse action and makes every reasonable effort to reverse the effects of the adverse action, including reestablishing employee benefits for which the employee or contractor otherwise would have been eligible if the adverse action had not been taken; and

(2) may recover from the employer reasonable investigative costs incurred by the commission in conducting the investigation.