

BILL ANALYSIS

Senate Research Center

H.B. 915
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Natural Resources & Economic Development
5/15/2023
Engrossed

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

In February 2022, Veronica Sanchez was murdered by a coworker upon the completion of her shift. Prior to her death, Ms. Sanchez had notified management that the same coworker had been making her feel uncomfortable. However, the coworker's behavior prior to the murder had not been deemed serious enough to involve law enforcement. H.B. 915 seeks to allow for local law enforcement to be notified of workplace violence even when there is not an immediate emergency by establishing a 24-hour toll-free workplace violence hotline. This will give law enforcement the opportunity to respond in a timely manner or build a proper case for situations of workplace violence or harassment.

H.B. 915 amends current law relating to a requirement that employers post notice of certain information regarding reporting instances of workplace violence or suspicious activity.

RULEMAKING AUTHORITY

Rulemaking authority is expressly granted to the Texas Workforce Commission in SECTION 1 (Section 104A.003, Labor Code) of this bill.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Title 3, Labor Code, by adding Chapter 104A, as follows:

CHAPTER 104A. REPORTING WORKPLACE VIOLENCE

Sec. 104A.001. DEFINITIONS. Defines "commission," "employee," and "employer."

Sec. 104A.002. NOTICE BY EMPLOYER. Requires each employer to post a notice to employees of the contact information for reporting instances of workplace violence or suspicious activity to the Department of Public Safety of the State of Texas (DPS). Requires that the notice be posted:

- (1) in a conspicuous place in the employer's place of business;
- (2) in sufficient locations to be convenient to all employees; and
- (3) in English and Spanish, as appropriate.

Sec. 104A.003. RULES. Requires the Texas Workforce Commission (TWC), in consultation with DPS, by rule to prescribe the form and content of the notice required by this section. Requires that the rules require that the notice:

- (1) contain the contact information for reporting instances of workplace violence or suspicious activity to DPS; and
- (2) inform employees of the right to make a report to DPS anonymously.

SECTION 2. Requires TWC, not later than March 1, 2024, to adopt rules as required by Section 104A.003, Labor Code, as added by this Act.

SECTION 3. Effective date: September 1, 2023.