

## **BILL ANALYSIS**

H.B. 1242  
By: Hernandez  
Business & Industry  
Committee Report (Unamended)

### **BACKGROUND AND PURPOSE**

Constituents have noted that during the COVID-19 pandemic, the increased work absences and job disruptions they experienced due to child care needs often resulted in involuntary separation from their jobs. Under current Texas law, an individual is not disqualified from receiving unemployment compensation benefits in only certain instances of involuntary separation. Interested parties contend that unemployment coverage should be extended to reflect the current needs of working-class families with children. H.B. 1242 seeks to address these needs by providing for unemployment coverage in cases of involuntary separation from employment due to an unexpected and unforeseeable event relating to child care.

### **CRIMINAL JUSTICE IMPACT**

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

### **RULEMAKING AUTHORITY**

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

### **ANALYSIS**

H.B. 1242 amends the Labor Code to include leaving the workplace to care for one's own minor child due to an unexpected illness, accident, or other unforeseeable event among the types of involuntary separation for which an individual is not disqualified from receiving unemployment compensation under the Texas Unemployment Compensation Act, but only if no reasonable, alternative care was available. The bill applies only to a claim for unemployment compensation benefits filed with the Texas Workforce Commission on or after the bill's effective date.

### **EFFECTIVE DATE**

September 1, 2023.