88R3092 SCP-D

By:  Craddick H.B. No. 915

A BILL TO BE ENTITLED

AN ACT

relating to the creation of a workplace violence hotline and a requirement that employers post notice regarding the hotline.

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

SECTION 1.  Title 3, Labor Code, is amended by adding Chapter 104A to read as follows:

CHAPTER 104A. NOTICE OF WORKPLACE VIOLENCE HOTLINE

Sec. 104A.001.  DEFINITIONS. In this chapter:

(1)  "Commission" means the Texas Workforce Commission.

(2)  "Employee" means an individual who is employed by an employer for compensation.

(3)  "Employer" means a person who employs one or more employees.

Sec. 104A.002.  NOTICE OF WORKPLACE VIOLENCE HOTLINE. Each employer shall post a notice to employees of the workplace violence hotline established under Section 51.212, Occupations Code. The notice must 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. The commission, in consultation with the Texas Department of Licensing and Regulation, by rule shall prescribe the form and content of the notice required by this section. The rules must require that the notice:

(1)  contain the workplace violence hotline telephone number; and

(2)  inform employees of the right to make a report to the hotline anonymously.

SECTION 2.  Subchapter D, Chapter 51, Occupations Code, is amended by adding Section 51.212 to read as follows:

Sec. 51.212.  WORKPLACE VIOLENCE HOTLINE. (a) In this section, "workplace violence" means any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the worksite.

(b)  The department shall establish and maintain a 24-hour toll-free telephone service in English and Spanish for reports of workplace violence in this state.

(c)  A report of workplace violence made to the hotline under this section shall be referred to the appropriate local or state law enforcement agency for investigation.

(d)  The department shall make an audio recording of each call received by the hotline. The department shall retain the recording of the call until the second anniversary of the date the department received the call.

(e)  A report made under this section may be made anonymously.

SECTION 3.  Not later than February 1, 2024, the Texas Department of Licensing and Regulation shall establish the workplace violence hotline as required by Section 51.212, Occupations Code, as added by this Act.

SECTION 4.  Not later than March 1, 2024, the Texas Workforce Commission shall adopt rules as required by Section 104A.003, Labor Code, as added by this Act.

SECTION 5.  This Act takes effect September 1, 2023.