H.B. No. 3980

AN ACT

relating to the business leave time account for a firefighter employee organization in certain municipalities.

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

SECTION 1.  Section 142.014, Local Government Code, is amended by adding Subsection (c-1) to read as follows:

(c-1)  Donations to the business leave time account of an employee organization by its members may be authorized in one of the following ways:

(1)  if the majority of the membership of the employee organization has not affirmatively voted to require contributions by the employee organization's members to its business leave time account:

(A)  a firefighter must authorize the donation in writing on a form provided by the employee organization and approved by the municipality; and

(B)  after receiving the signed authorization on an approved form, the municipality shall transfer donated time to the account monthly until the municipality receives the firefighter's written revocation of the authorization; or

(2)  if the majority of the membership of the employee organization has affirmatively voted to require contributions by the employee organization's members to its business leave time account:

(A)  except as provided by Paragraph (C), the municipality shall transfer donated time to the employee organization's business leave time account from the accumulated vacation or compensatory time of each firefighter who is a member of the employee organization in the amount approved by vote of the employee organization not to exceed the amount allowed under Subsection (c);

(B)  the municipality shall transfer the donated time to the account monthly beginning with the first calendar month that begins after the date of the employee organization vote requiring contributions;

(C)  each year, during the period beginning on the 60th day before the anniversary of the first day of the first calendar month in which donations were first transferred to the business leave time account of the employee organization under Paragraph (B) and ending on the 30th day before that anniversary, a firefighter who is a member of the employee organization may inform the municipality in writing on a form provided by the employee organization and approved by the municipality that the firefighter chooses to not donate time to the account during the 12-month period beginning with that anniversary; and

(D)  the employee organization shall make up for the costs which incurred during the business leave by payment to the municipality in the amount equal to the overtime, pension and healthcare costs associated with replacing the firefighter on business leave.

SECTION 2.  Section 142.014(h), Local Government Code, is repealed.

SECTION 3.  This Act takes effect September 1, 2023.

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    President of the Senate Speaker of the House

I certify that H.B. No. 3980 was passed by the House on May 2, 2023, by the following vote:  Yeas 140, Nays 4, 3 present, not voting.

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Chief Clerk of the House

I certify that H.B. No. 3980 was passed by the Senate on May 24, 2023, by the following vote:  Yeas 31, Nays 0.

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Secretary of the Senate

APPROVED:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

                    Date

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                  Governor