88R13382 RDS-D

By:  Bryant H.B. No. 4681

A BILL TO BE ENTITLED

AN ACT

relating to the requirement that a public employer give notice to employees of the right to join certain labor organizations.

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

SECTION 1.  Chapter 617, Government Code, is amended by adding Section 617.006 to read as follows:

Sec. 617.006.  NOTICE OF RIGHT TO JOIN LABOR ORGANIZATION. (a) In this section, "public employer" means:

(1)  a county, municipality, or other political subdivision of this state, including a school district;

(2)  a board, commission, office, department, or other agency in the executive, judicial, or legislative branch of state government; or

(3)  an institution of higher education, as defined by Section 61.003, Education Code.

(b)  Not later than the 30th day after the date an employee begins employment with a public employer, the public employer shall provide notice to the employee of the employee's right to join a labor organization that has informed the public employer it is representing public employees in the employer's workplace. The notice must include:

(1)  a link to the Internet website maintained by each labor organization that has informed the public employer it is representing public employees in the workplace and that maintains an Internet website;

(2)  if the Internet website maintained by a labor organization under Subdivision (1) includes information on how to join the labor organization, a link to that information; and

(3)  a link to state laws relating to an individual's right to join a labor organization, including, as applicable:

(A)  Sections 617.004 and 617.005 of this code;

(B)  Section 21.408, Education Code;

(C)  Section 101.001, Labor Code; and

(D)  Section 101.052, Labor Code.

(c)  A public employer shall provide the notice under this section by e-mail or any other form of electronic communication that is commonly used by the public employer to communicate with employees.

SECTION 2.  (a) In this section, "public employer" has the meaning assigned by Section 617.006, Government Code, as added by this Act.

(b)  Except as provided by Subsection (c) of this section, Section 617.006, Government Code, as added by this Act, applies to an employee who begins employment with a public employer on or after the effective date of this Act.

(c)  A public employer shall provide the written notice as required by Section 617.006, Government Code, as added by this Act, to each employee employed by the public employer on the effective date of this Act not later than September 30, 2023.

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