

By: Guillen

H.B. No. 2975

A BILL TO BE ENTITLED

AN ACT

relating to powers and duties of the Texas Workforce Commission with respect to work and family policies.

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

SECTION 1. Sections 81.001, 81.003, 81.0045, 81.0046, 81.005, 81.007, and 81.008, Labor Code, are amended to read as follows:

Sec. 81.001. DEFINITIONS. In this chapter:

(1) ~~["Clearinghouse" means the Work and Family Policies Clearinghouse.~~

~~(2)~~ "Commission" means the Texas Workforce Commission.

(2) "Work and family policies" means family-related employment policies, including:

(A) hiring and scheduling practices;

(B) employee benefits;

(C) dependent care assistance; and

(D) other terms of employment related to family.

Sec. 81.003. WORK AND FAMILY POLICIES RESOURCES ~~[CLEARINGHOUSE]~~. The ~~[Work and Family Policies Clearinghouse is within the]~~ commission shall maintain on its Internet website information and resources for employers who are considering, selecting, or implementing work and family policies, together with an explanation that:

1           (1) the commission does not and may not provide legal  
2 advice; and

3           (2) an employer is not required by law to implement a  
4 work and family policy included on the commission's website.

5           Sec. 81.0045. DEPENDENT CARE GRANT PROGRAM. (a) The  
6 commission [~~clearinghouse~~] may establish a grant program to provide  
7 funds to public or private persons to conduct demonstration  
8 dependent care projects.

9           (b) The commission [~~clearinghouse~~] shall adopt rules  
10 governing the submission and approval of grant requests and the  
11 cancellation of grants.

12           (c) To receive a grant, a person whose grant is approved  
13 must execute an interagency agreement or a contract with the  
14 commission [~~clearinghouse~~]. The contract must require the person  
15 receiving the grant to perform the services as stated in the  
16 approved grant request. The contract must contain appropriate  
17 provisions for program and fiscal monitoring.

18           Sec. 81.0046. PROMOTION OF WORK AND FAMILY POLICIES  
19 [~~EMPLOYEE DEPENDENT CARE BENEFITS~~]. In providing [~~technical~~  
20 ~~assistance and~~] information and resources under this chapter, the  
21 commission may [~~clearinghouse shall~~] encourage employers to  
22 implement work and family policies [~~provide employee dependent care~~  
23 ~~benefits~~] by:

24           (1) providing examples of work and family policies or  
25 providing economic data that demonstrates [~~promoting~~] the economic  
26 benefits realized by employers who implement work and family  
27 policies [~~provide dependent care benefits~~], including decreased

1 absenteeism and turnover rates, greater productivity, and federal  
2 and state tax incentives;

3 (2) advertising the availability of federal and state  
4 tax incentives for work and family policies [~~employee dependent~~  
5 ~~care benefits~~]; and

6 (3) sharing other relevant information and resources  
7 provided to the commission voluntarily by employers, employees, and  
8 other stakeholders [~~providing technical assistance to employers~~  
9 ~~who establish employee dependent care benefit programs, including~~  
10 ~~assistance in obtaining federal and state tax incentives~~].

11 Sec. 81.005. SHARING [~~DEPOSIT OF~~] MATERIALS ON WORK AND  
12 FAMILY POLICIES. The commission may share materials [~~Materials~~] on  
13 work and [~~employment-related~~] family policies [~~issues~~] that are  
14 published by state agencies with [~~may be deposited with the~~  
15 ~~clearinghouse for distribution to~~] employers, job applicants, and  
16 other interested persons.

17 Sec. 81.007. RULES. The commission [~~by rule~~] may adopt  
18 rules to implement this chapter [~~procedures to implement functions~~  
19 ~~under Sections 81.004 and 81.005~~. In adopting rules under this  
20 ~~section, the commission shall consider the recommendations of the~~  
21 ~~clearinghouse staff~~].

22 Sec. 81.008. GIFTS, GRANTS, AND DONATIONS. (a) The  
23 commission [~~clearinghouse~~] may accept a gift or grant from a public  
24 or private entity to fund any activity under this chapter.

25 (b) The commission may accept a donation of money, services,  
26 or property only if the commission determines that the donation  
27 furthers the lawful purposes and objectives of the commission under

1 this chapter and the donation is accepted in an open meeting by a  
2 majority of the voting members of the commission. The donation must  
3 be reported in the public records of the commission with the name of  
4 the donor and the purpose of the donation. This subsection does not  
5 apply to information and resources voluntarily shared with the  
6 commission under Section 81.0046.

7 SECTION 2. Section 81.004, Labor Code, is repealed.

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