

1-1 By: Guillen (Senate Sponsor - Hancock) H.B. No. 2975  
 1-2 (In the Senate - Received from the House May 10, 2023;  
 1-3 May 11, 2023, read first time and referred to Committee on Natural  
 1-4 Resources & Economic Development; May 18, 2023, reported favorably  
 1-5 by the following vote: Yeas 8, Nays 0; May 18, 2023, sent to  
 1-6 printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14	X			
1-15			X	
1-16	X			
1-17	X			

1-18 A BILL TO BE ENTITLED  
 1-19 AN ACT

1-20 relating to powers and duties of the Texas Workforce Commission  
 1-21 with respect to work and family policies.

1-22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-23 SECTION 1. Sections 81.001, 81.003, 81.0045, 81.0046,  
 1-24 81.005, 81.007, and 81.008, Labor Code, are amended to read as  
 1-25 follows:

1-26 Sec. 81.001. DEFINITIONS. In this chapter:

1-27 (1) ~~["Clearinghouse" means the Work and Family~~  
 1-28 ~~Policies Clearinghouse.~~

1-29 ~~[(2)]~~ "Commission" means the Texas Workforce  
 1-30 Commission.

1-31 (2) "Work and family policies" means family-related  
 1-32 employment policies, including:

1-33 (A) hiring and scheduling practices;

1-34 (B) employee benefits;

1-35 (C) dependent care assistance; and

1-36 (D) other terms of employment related to family.

1-37 Sec. 81.003. WORK AND FAMILY POLICIES RESOURCES  
 1-38 ~~[CLEARINGHOUSE]~~. The ~~[Work and Family Policies Clearinghouse is~~  
 1-39 ~~within the]~~ commission shall maintain on its Internet website  
 1-40 information and resources for employers who are considering,  
 1-41 selecting, or implementing work and family policies, together with  
 1-42 an explanation that:

1-43 (1) the commission does not and may not provide legal  
 1-44 advice; and

1-45 (2) an employer is not required by law to implement a  
 1-46 work and family policy included on the commission's website.

1-47 Sec. 81.0045. DEPENDENT CARE GRANT PROGRAM. (a) The  
 1-48 commission ~~[clearinghouse]~~ may establish a grant program to provide  
 1-49 funds to public or private persons to conduct demonstration  
 1-50 dependent care projects.

1-51 (b) The commission ~~[clearinghouse]~~ shall adopt rules  
 1-52 governing the submission and approval of grant requests and the  
 1-53 cancellation of grants.

1-54 (c) To receive a grant, a person whose grant is approved  
 1-55 must execute an interagency agreement or a contract with the  
 1-56 commission ~~[clearinghouse]~~. The contract must require the person  
 1-57 receiving the grant to perform the services as stated in the  
 1-58 approved grant request. The contract must contain appropriate  
 1-59 provisions for program and fiscal monitoring.

1-60 Sec. 81.0046. PROMOTION OF WORK AND FAMILY POLICIES  
 1-61 ~~[EMPLOYEE DEPENDENT CARE BENEFITS]~~. In providing ~~[technical~~

2-1 ~~assistance and~~ information and resources under this chapter, the  
2-2 commission may ~~[clearinghouse shall]~~ encourage employers to  
2-3 implement work and family policies ~~[provide employee dependent care~~  
2-4 ~~benefits]~~ by:

2-5 (1) providing examples of work and family policies or  
2-6 providing economic data that demonstrates ~~[promoting]~~ the economic  
2-7 benefits realized by employers who implement work and family  
2-8 policies ~~[provide dependent care benefits]~~, including decreased  
2-9 absenteeism and turnover rates, greater productivity, and federal  
2-10 and state tax incentives;

2-11 (2) advertising the availability of federal and state  
2-12 tax incentives for work and family policies ~~[employee dependent~~  
2-13 ~~care benefits]~~; and

2-14 (3) sharing other relevant information and resources  
2-15 provided to the commission voluntarily by employers, employees, and  
2-16 other stakeholders ~~[providing technical assistance to employers~~  
2-17 ~~who establish employee dependent care benefit programs, including~~  
2-18 ~~assistance in obtaining federal and state tax incentives]~~.

2-19 Sec. 81.005. SHARING ~~[DEPOSIT OF]~~ MATERIALS ON WORK AND  
2-20 FAMILY POLICIES. The commission may share materials ~~[Materials]~~ on  
2-21 work and ~~[employment-related]~~ family policies ~~[issues]~~ that are  
2-22 published by state agencies with ~~[may be deposited with the~~  
2-23 ~~clearinghouse for distribution to]~~ employers, job applicants, and  
2-24 other interested persons.

2-25 Sec. 81.007. RULES. The commission ~~[by rule]~~ may adopt  
2-26 rules to implement this chapter ~~[procedures to implement functions~~  
2-27 ~~under Sections 81.004 and 81.005~~. In adopting rules under this  
2-28 section, the commission shall consider the recommendations of the  
2-29 ~~clearinghouse staff]~~.

2-30 Sec. 81.008. GIFTS, GRANTS, AND DONATIONS. (a) The  
2-31 commission ~~[clearinghouse]~~ may accept a gift or grant from a public  
2-32 or private entity to fund any activity under this chapter.

2-33 (b) The commission may accept a donation of money, services,  
2-34 or property only if the commission determines that the donation  
2-35 furthers the lawful purposes and objectives of the commission under  
2-36 this chapter and the donation is accepted in an open meeting by a  
2-37 majority of the voting members of the commission. The donation must  
2-38 be reported in the public records of the commission with the name of  
2-39 the donor and the purpose of the donation. This subsection does not  
2-40 apply to information and resources voluntarily shared with the  
2-41 commission under Section 81.0046.

2-42 SECTION 2. Section 81.004, Labor Code, is repealed.

2-43 SECTION 3. This Act takes effect September 1, 2023.

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