

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 88TH LEGISLATIVE REGULAR SESSION

April 28, 2023

TO: Honorable Oscar Longoria, Chair, House Committee on Business & Industry

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: HB3977 by Neave Criado (relating to an employer's civil liability under the Texas Workers' Compensation Act for injuries sustained by a victim of sexual assault.), **Committee Report 1st House, Substituted**

The fiscal implications of the bill cannot be determined due because the number of sexual assault cases that would be filed by employees against employers under the provisions of the bill is unknown.

The bill would amend the Labor Code relating to worker's compensation benefits to allow an employee who is a victim of sexual assault as defined by the bill to bring a civil cause of action against the employer if the employee's injuries arose from the employer's negligence.

Based on information provided by the Office of Court Administration, the fiscal implications of the bill cannot be determined because the number of sexual assault cases that would be filed by employees against employers under the provisions of the bill is unknown.

Local Government Impact

No significant fiscal implication to units of local government is anticipated.

Source Agencies:

LBB Staff: JMc, SZ, JPa