

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 88TH LEGISLATIVE REGULAR SESSION**

**April 16, 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.), **As Introduced**

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.

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:** 212 Office of Court Administration, Texas Judicial Council, 304 Comptroller of Public Accounts

**LBB Staff:** JMc, SZ, MW, JPa