

**House Bill 915**  
Senate Amendments  
Section-by-Section Analysis

HOUSE VERSION

SECTION 1. Title 3, Labor Code, is amended by adding Chapter 104A to read as follows:

CHAPTER 104A. REPORTING WORKPLACE VIOLENCE

Sec. 104A.001. DEFINITIONS. In this chapter:

- (1) "Commission" means the Texas Workforce Commission.
- (2) "Employee" means an individual who is employed by an employer for compensation.
- (3) "Employer" means a person who employs one or more employees.

Sec. 104A.002. NOTICE BY EMPLOYER. Each employer shall post a notice to employees of the contact information for reporting instances of workplace violence or suspicious activity to the Department of Public Safety. The notice must be posted:

- (1) in a conspicuous place in the employer's place of business;
- (2) in sufficient locations to be convenient to all employees;
- and
- (3) in English and Spanish, as appropriate.

Sec. 104A.003. RULES. The commission, in consultation with the Department of Public Safety, by rule shall prescribe the form and content of the notice required by this section. The rules must require that the notice:

- (1) contain the contact information for reporting instances of workplace violence or suspicious activity to the Department of Public Safety; and
- (2) inform employees of the right to make a report to the Department of Public Safety anonymously.

No equivalent provision.

SENATE VERSION (CS)

SECTION 1. Title 3, Labor Code, is amended by adding Chapter 104A to read as follows:

CHAPTER 104A. NOTICE OF WORKPLACE VIOLENCE HOTLINE

Sec. 104A.001. DEFINITIONS. In this chapter:

- (1) "Commission" means the Texas Workforce Commission.
- (2) "Employee" means an individual who is employed by an employer for compensation.
- (3) "Employer" means a person who employs one or more employees.

Sec. 104A.002. NOTICE OF WORKPLACE VIOLENCE HOTLINE. Each employer shall post a notice to employees of the workplace violence hotline established under Section 51.212, Occupations Code. The notice must be posted:

- (1) in a conspicuous place in the employer's place of business;
- (2) in sufficient locations to be convenient to all employees;
- and
- (3) in English and Spanish, as appropriate.

Sec. 104A.003. RULES. The commission, in consultation with the Texas Department of Licensing and Regulation, by rule shall prescribe the form and content of the notice required by this section. The rules must require that the notice:

- (1) contain the workplace violence hotline telephone number;
- and
- (2) inform employees of the right to make a report to the hotline anonymously.

SECTION 2. Subchapter D, Chapter 51, Occupations Code,

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is amended by adding Section 51.212 to read as follows:

Sec. 51.212. WORKPLACE VIOLENCE HOTLINE. (a) In this section, "workplace violence" means any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the worksite.

(b) The department shall establish and maintain a toll-free telephone service for reports of workplace violence in this state.

(c) A report of workplace violence made to the hotline under this section shall be referred to the appropriate local or state law enforcement agency for investigation.

(d) The department shall make an audio recording of each call received by the hotline. The department shall retain the recording of the call for at least six months after the date the department received the call.

(e) A report made under this section may be made anonymously.

No equivalent provision.

SECTION 3. Not later than February 1, 2024, the Texas Department of Licensing and Regulation shall establish the workplace violence hotline as required by Section 51.212, Occupations Code, as added by this Act.

SECTION 2. Not later than March 1, 2024, the Texas Workforce Commission shall adopt rules as required by Section 104A.003, Labor Code, as added by this Act.

SECTION 4. Same as House version.

No equivalent provision.

SECTION 5. (a) Notwithstanding any other provision of this Act, in a state fiscal year, a state agency to which this Act

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applies is not required to implement a provision found in another provision of this Act that is a mandatory provision imposing a duty on the agency to take an action unless money is specifically appropriated to the agency for that fiscal year to carry out that duty. The agency may implement the provision in that fiscal year to the extent other funding is available to the agency to do so.

(b) If, as authorized by Subsection (a) of this section, a state agency to which this Act applies does not implement a mandatory provision in a state fiscal year, the agency, in its legislative appropriations request for the next state fiscal biennium, shall certify that fact to the Legislative Budget Board and include a written estimate of the cost of implementing the provision in each year of that next state fiscal biennium.

(c) This section expires and any duty suspended by Subsection (a) of this section becomes mandatory on September 1, 2027.

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

SECTION 6. Same as House version.