

BILL ANALYSIS

Senate Research Center

S.B. 1265
By: Alvarado
Economic Development
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Enrolled

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

Small and medium-sized businesses that want to help their employees access childcare often struggle with where to start. Many state and federal programs designed to make childcare more accessible remain underutilized simply due to a lack of awareness. This legislation would establish a centralized online resource through the Texas Workforce Commission (TWC), serving as a one-stop shop where employers can easily find and navigate available tools and programs to support their workforce.

This bill will enhance Chapter 81 of the Labor Code by incorporating a childcare component that equips TWC with the tools to better support employers in offering childcare benefits. It will provide businesses with access to key resources, best practices, templates and information on state and federal tax credits, as well as dependent care savings accounts, helping them implement childcare support for their workforce. Additionally, the bill ensures that TWC's existing and any newly developed childcare programs—such as subsidy programs and technical assistance for employer—are fully integrated into this centralized resource hub. While no opposition has been identified, S.B. 1265 enjoys support from the Texas Restaurant Association.

S.B. 1265 amends current law relating to certain duties of the Texas Workforce Commission with respect to child-care resources.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Subchapter A, Chapter 302, Labor Code, by adding Section 302.0064, as follows:

Sec. 302.0064. CHILD-CARE RESOURCES FOR EMPLOYERS. (a) Requires the Texas Workforce Commission (TWC) to maintain in a prominent location on its Internet website a link to a web page consisting of comprehensive and current information to help employers assist employees who are parents with accessing child care, including information on certain resources.

(b) Requires that the web page described by Subsection (a) include an explanation that TWC does not provide and is prohibited from providing legal advice and an explanation that an employer is not required to implement any employment policy or benefit included on the web page unless required by other law.

SECTION 2. Requires TWC, not later than February 1, 2026, to post on its Internet website the information required by Section 302.0064, Labor Code, as added by this Act.

SECTION 3. Effective date: September 1, 2025.