By:  Creighton, Sparks S.B. No. 2615

A BILL TO BE ENTITLED

AN ACT

relating to restricting remote work by employees of public institutions of higher education.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1.  Subchapter Z, Chapter 51, Education Code, is amended by adding Section 51.992 to read as follows:

Sec. 51.992.  RESTRICTIONS ON REMOTE WORK BY HIGHER EDUCATION EMPLOYEES. (a) In this section, "institution of higher education" has the meaning assigned by Section 61.003.

(b)  Notwithstanding Section 658.010, Government Code, an institution of higher education may not allow an employee to work remotely except as provided by this section.

(c)  An institution of higher education may allow an employee to work remotely on a temporary or permanent basis if the employee:

(1)  has a temporary illness;

(2)  has a temporary or permanent medical condition or disability requiring the institution to make a reasonable accommodation under state or federal law for the employee to work remotely; or

(3)  is employed in a non-teaching position and:

(A)  has demonstrated the ability to work well with minimal supervision;

(B)  has a deep understanding of the employee's duties and responsibilities;

(C)  has demonstrated the ability to manage the employee's time;

(D)  has a record of thoroughly and efficiently accomplishing the employee's duties; and

(E)  is employed in a position that does not require the employee's day-to-day physical presence at the institution or in-person interaction with students, administration, or other employees.

(d)  The Texas Higher Education Coordinating Board may adopt rules as necessary to implement this section.

SECTION 2.  Section 51.992, Education Code, as added by this Act, applies beginning with the 2025-2026 academic year.

SECTION 3.  This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2025.