

By: González of El Paso

H.B. No. 301

A BILL TO BE ENTITLED

AN ACT

relating to leave for state employees for prenatal care.

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

SECTION 1. Subchapter Z, Chapter 661, Government Code, is amended by adding Section 661.9135 to read as follows:

Sec. 661.9135. PRENATAL LEAVE. (a) In this section, "prenatal care" means health care services received by an employee during their pregnancy or related to such pregnancy, including:

(1) physical examinations;

(2) medical procedures;

(3) monitoring and testing; and

(4) discussions with a health care provider related to the pregnancy.

(b) Notwithstanding Sections 661.901(a) and (b), this section applies to a state employee employed in the executive, judicial, or legislative branch of state government.

(c) In addition to other leave provided by this chapter, a state employee is entitled to a leave of absence without a deduction in salary to receive prenatal care. Leave without a deduction in salary under this section may not exceed 20 hours during a fiscal year.

SECTION 2. This Act takes effect September 1, 2025.