

By: Harris Davila, Ordaz, Button

H.B. No. 5122

A BILL TO BE ENTITLED

AN ACT

relating to certain duties of the Texas Workforce Commission with respect to child-care resources.

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

SECTION 1. Subchapter A, Chapter 302, Labor Code, is amended by adding Section 302.0064 to read as follows:

Sec. 302.0064. CHILD-CARE RESOURCES FOR EMPLOYERS. (a)
The commission shall 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:

- (1) child-care assistance;
- (2) best practices for assisting employees who are
parents;
- (3) any available state and federal tax credits;
- (4) dependent care savings accounts;
- (5) any available free tools or templates;
- (6) policies and benefits an employer may adopt to
assist employees in accessing child care; and
- (7) other resources related to child care that the
commission considers relevant.

(b) The web page described by Subsection (a) must include an
explanation that:

- (1) the commission does not and may not provide legal

1 advice; and

2 (2) an employer is not required to implement any
3 employment policy or benefit included on the web page unless
4 required by other law.

5 SECTION 2. Not later than February 1, 2026, the Texas
6 Workforce Commission shall post on its Internet website the
7 information required by Section 302.0064, Labor Code, as added by
8 this Act.

9 SECTION 3. This Act takes effect September 1, 2025.