

By: Capriglione

H.B. No. 5196

A BILL TO BE ENTITLED

AN ACT

relating to telework for state employees.

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

SECTION 1. Chapter 658, Government Code, is amended by adding Sections 658.001(3) and 658.011 as follows:

Sec. 658.001. DEFINITIONS. In this chapter:

(1) "Full-time state employee" means a person employed by a state agency who, if not participating in a voluntary work reduction program under Section 658.003, is required to work for the agency not less than 40 hours a week.

(2) "State agency" means:

(A) a board, commission, department, institution, office, or other agency in the executive branch of state government that is created by the constitution or a statute of this state, including an institution of higher education as defined by Section 61.003, Education Code, other than a public junior college; or

(B) the Supreme Court of Texas, the Texas Court of Criminal Appeals, a court of appeals, or other agency in the judicial branch.

(3) "Telework" means a work arrangement that allows a state employee to conduct all or some of their work away from a state office building during all or a portion of the state employee's established work hours on a regular basis.

Sec. 658.011. AWARDING OF TELEWORK. (a) Subject to the

1 provisions under Sec. 658.010, the administrative head of an agency
2 may award telework to an employee to:

3 (1) Address a lack of office space; or

4 (2) Provide reasonable flexibilities that enhance the
5 agency's ability to achieve its mission.

6 (b) The administrative head of the employing agency shall
7 articulate in writing the reason telework is being provided to an
8 employee and the conditions under which it may be revoked.

9 (c) Telework shall not be awarded to an employee as a
10 condition of hiring.

11 (d) Telework may be revoked at any time at the discretion of
12 the agency and without notice.

13 (e) Telework agreements must be renewed annually by the
14 employee and the administrative head of an agency.

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