By: Hernandez H.B. No. 1232

A BILL TO BE ENTITLED

AN ACT

relating to the period during which an employee may file a claim for unpaid wages with the Texas Workforce Commission.

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

SECTION 1. Section 61.051(c), Labor Code, is amended to read as follows:

(c) A wage claim must be filed not later than the second anniversary of [~~180th day after~~] the date the wages claimed became due for payment. The filing [~~180-day~~] deadline is a matter of jurisdiction.

SECTION 2. The change in law made by this Act to Section 61.051, Labor Code, applies to a wage claim filed under Subchapter D, Chapter 61, Labor Code, for wages that become due for payment on or after March 5, 2027. A wage claim for wages that became due for payment before that date is governed by the law in effect immediately before the effective date of this Act, and the former law is continued in effect for that purpose.

SECTION 3. This Act takes effect September 1, 2027.