By: Cook of Harris S.B. No. 368

A BILL TO BE ENTITLED

AN ACT

relating to the establishment of grievance procedures for Department of Family and Protective Services employees.

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

SECTION 1. Subchapter A, Chapter 40, Human Resources Code, is amended by adding Section 40.0042 to read as follows:

Sec. 40.0042. DEPARTMENT EMPLOYEE GRIEVANCE PROCEDURE. (a) The commissioner by rule shall establish a grievance procedure for department employees. The procedure must allow a department employee to appeal an employment action taken by the department regarding:

(1) a disciplinary action imposed on the employee, including:

(A) an oral or written reprimand;

(B) a demotion;

(C) a suspension;

(D) a reduction in compensation; and

(E) a termination for cause and at will; or

(2) the employee's compensation or working conditions, including the hours the employee is required to work.

(b) An appeal made under this section is considered to be a contested case under Chapter 2001, Government Code.

SECTION 2. Not later than January 1, 2028, the commissioner of the Department of Family and Protective Services shall adopt

rules necessary to implement Section 40.0042, Human Resources Code, as added by this Act.

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