

BILL ANALYSIS

H.B. 1074
By: Price
International Relations & Economic Development
Committee Report (Unamended)

BACKGROUND AND PURPOSE

It has been reported that although the economic importance of older workers is projected to increase due to national demographic trends, these workers may not have equitable access to the training opportunities that would enable them to keep pace with technological and organizational change. It has been suggested that a provision in current state law could allow age-based discrimination for certain training purposes for employees 56 years of age and older. H.B. 1074 seeks to address this issue by repealing that provision.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

H.B. 1074 repeals Section 21.054(b), Labor Code, which limits the applicability of the prohibition against discrimination because of age by an employer, labor organization, or joint labor-management committee with regard to admission to or participation in an apprenticeship, on-the-job training, or other training or retraining program to discrimination against an individual who is at least 40 years of age but younger than 56 years of age.

EFFECTIVE DATE

September 1, 2019.