

BILL ANALYSIS

H.B. 621
By: Neave
Business & Industry
Committee Report (Unamended)

BACKGROUND AND PURPOSE

There are concerns that certain professionals who are required to report child abuse or neglect have experienced employment consequences as a result of making such a report in good faith. H.B. 621 seeks to encourage such professionals to report the abuse or neglect by providing them greater employment protections.

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. 621 amends the Family Code to expand the actions that an employer is prohibited from taking against an employee who in good faith reports child abuse or neglect to include any adverse employment action that affects an employee's compensation, promotion, transfer, work assignment, or performance evaluation, or any other employment action that would dissuade a reasonable employee from making or supporting a report of abuse or neglect as required by state law. The bill authorizes a person who suffers any such adverse employment action in violation of the bill's provisions to sue for injunctive relief, damages, or both.

EFFECTIVE DATE

September 1, 2019.