

SUBJECT: Creating a workplace violence hotline and notifying employees

COMMITTEE: International Relations & Economic Development — favorable, without amendment

VOTE: 9 ayes — Button, Ordaz, Bumgarner, Clardy, Hayes, Meza, C. Morales, Plesa, Shine
0 nays

WITNESSES: For —Laura Nodolf, Midland County District Attorney's Office; Jennifer Sanchez (*Registered, but did not testify*: Lauren Lluveras, Texas Council on Family Violence; Thomas Parkinson)

Against — None

On — Chuck Ross, Texas Workforce Commission; Doug Jennings, Texas Department of Licensing and Regulation

BACKGROUND: Some have suggested that a workplace violence hotline could help law enforcement respond more effectively to situations of workplace violence or harassment.

DIGEST: HB 915 would require the Texas Department of Licensing and Regulation (TDLR) to establish and maintain a 24-hour toll-free hotline in English and Spanish for workplace violence reports in the state. A report made to the hotline could be anonymous and would be referred to the appropriate local or state law enforcement agency for investigation. TDLR would be required to record each call received by the hotline and retain the recording for two years after the call was received.

HB 915 would require each employer to post a notice to employees of the hotline in a conspicuous place, in sufficient locations to be convenient to all employees, and in English and Spanish, as appropriate. The Texas Workforce Commission (TWC), in consultation with TDLR, would decide the form and content of the notice. The rules would require that the

notice contained the hotline phone number and inform employees of the right to make an anonymous report to the hotline.

TDLR would be required to establish the hotline by February 1, 2024.
TWC would be required to adopt rules governing the notice by March 1, 2024.

The bill would take effect September 1, 2023.