

## **BILL ANALYSIS**

Senate Research Center

H.B. 3048  
By: Hodge (Cain)  
State Affairs  
5-16-97  
Engrossed

### **DIGEST**

Currently, discrimination based on religion and age is not included as an unlawful employment practice in Section 21.125(a), Labor Code. This bill includes discrimination based on religion and age as an unlawful employment practice and conforms the state's employment discrimination statutes with federal law.

### **PURPOSE**

As proposed, H.B. 3048 includes discrimination based on religion and age as an unlawful employment practice, and conforms the state's employment discrimination statutes with federal law.

### **RULEMAKING AUTHORITY**

This bill does not grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends 21.125(a), Labor Code, to add religion and age as motivating factors for unlawful employment practices.

SECTION 2. Effective date: September 1, 1997.  
Makes application of this Act prospective.

SECTION 3. Emergency clause.