

BILL ANALYSIS

Senate Research Center

S.B. 828
By: Ellis
State Affairs
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As Filed

DIGEST

Currently, state employees between ages 30 and 49 make up 60 percent of the state's workforce. In a 1995 study by the University of Texas, state employees indicated that aside from medical insurance and retirement, policies allowing time away from work to support family and personal needs were the most desired employee benefit. Major corporations have initiated a range of family-friendly options such as flexible work schedules, telecommuting, and partnerships with child care providers in order to increase productivity among employees, which include parents of young children and children of elderly parents. S.B. 828 would establish a position within the Texas Workforce Commission for a work-family facilitator to act as a resource to state agencies.

PURPOSE

As proposed, S.B. 828 outlines provisions regarding policies of state agencies relating to work and family issues.

RULEMAKING AUTHORITY

Rulemaking authority is granted to the Texas Workforce Commission under SECTION 4(c) of this bill.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 81.002(b), Labor Code, to require the executive director of the Texas Workforce Commission, rather than the administrator, to appoint the members of the Work and Family Policies Advisory Committee (committee). Requires one member of the committee to be a representative of the Child Care Development Board and two members of the committee to be representatives of other state agencies.

SECTION 2. Amends Chapter 81, Labor Code, by adding Section 81.009, as follows:

Sec. 81.009. WORK-FAMILY FACILITATOR. Requires the Work and Family Policies Clearinghouse (clearinghouse) to employ a work-family facilitator who shall be responsible for assisting state agencies in developing work policies that assist agency employees in meeting their responsibilities to their work and to their families. Requires the facilitator to report periodically to the legislature on the progress made by state agencies on work and family issues. Sets forth requirements regarding the work-family facilitator position and the costs of performing the facilitator's duties. Describes "full-time equivalent employee."

SECTION 3. Amends Chapter 81, Labor Code, by adding Section 81.010, as follows:

Sec. 81.010. REPORT TO LEGISLATURE ON STATE AGENCY FAMILY POLICIES. Requires the clearinghouse to report to the legislature not later than January 15, 1999, on the progress made by state agencies in creating a flexible, family-friendly workplace for state employees. Provides that this section expires January 1, 2000.

SECTION 4. (a) Effective date: September 1, 1997.

(b) Requires the Work and Family Policies Clearinghouse to appoint a work-family facilitator

not later than January 1, 1998.

(c) Requires the Texas Workforce Commission to adopt rules providing for the assessment and collection of the fee authorized by Section 81.009, Labor Code, as added by this Act not later than December 1, 1997.

SECTION 5. Emergency clause.