

BILL ANALYSIS

Senate Research Center
76R9745 CAG-F

C.S.H.B. 1952
By: Rangel (Bivins)
Education
5/11/1999
Committee Report (Substituted)

DIGEST

In Texas, public officials are prohibited from entering into a collective bargaining contract with a labor organization regarding the wages, hours and conditions of employment of public employees. However, Section 617.005, Government Code, preserves the right of individual public employees to present a grievance to their employer regarding such matters. Although attorney general opinions have interpreted grievances broadly, certain public institutions of higher education have denied nonrenewed or terminated full-time faculty members' grievance rights. C.S.H.B. 1952 would establish the right of faculty members at institutions of higher education to present grievances on certain personnel issues.

PURPOSE

As proposed, C.S.H.B. 1952 establishes the right of faculty members at institutions of higher education to present grievances on certain personnel issues.

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 Chapter 51Z, Education Code, by adding Section 51.960, as follows:

Sec. 51.960. GRIEVANCE RIGHTS ON CERTAIN PERSONNEL ISSUES. Defines "faculty member" and "institution of higher education." Provides that a faculty member at an institution of higher education has a right to present a grievance, in person, to a member of the institution's administration designated by the governing board of the institution on an issue related to the nonrenewal or termination of the faculty member's employment at the institution. Prohibits an institution, by contract, policy, or procedure, from restricting a faculty member's right to present a grievance under this section. Authorizes an institution to adopt a method for presenting, reviewing, and acting on a grievance filed under this section.

SECTION 2. Effective date: September 1, 1999.

SECTION 3. Emergency clause.

SUMMARY OF COMMITTEE CHANGES

SECTION 1.

Amends Section 51.960, Education Code, to redefine "faculty member."