BILL ANALYSIS

DIGEST AND PURPOSE

Currently, public employees who are pregnant can take leave from work under several state and federal provisions when they no are longer capable of performing their jobs. However, there is no provision for law enforcement officers who are only partially physically restricted due to pregnancy. Municipal and county employees may have been ordered by a physician to not continue working at their regular assignment, but they may still be able to perform in another less strenuous work assignment. In the case of a law enforcement officer, once a physician certifies that the officer should no longer perform patrol functions, the officer may be able to continue to work in a desk or dispatch assignment. H.B. 2260 requires a municipality or county to make a reasonable effort to accommodate the employment needs of pregnant municipal and county employees.

RULEMAKING AUTHORITY

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

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Chapter 180, Local Government Code, by adding Section 180.004, as follows:

> Sec. 180.004. WORKING CONDITIONS FOR PREGNANT EMPLOYEES. (a) Defines "office."
>
> (b) Requires a municipality or a county to make a reasonable effort to accommodate an employee of the municipality or county who is determined by a physician to be partially physically restricted by a pregnancy.
>
> (c) Requires the office supervisor who is responsible for personnel decisions, if the physician of a municipal or county employee certifies that the employee is unable to perform the duties of the employee's permanent work assignment as a result of the employee's pregnancy and if a temporary work assignment that the employee may perform is available in the same office, to assign the employee to the temporary work assignment.

SECTION 2. Effective date: September 1, 2001.