



# TEXAS LEGISLATURE MEETS AGAIN

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## WHAT'S IN STORE FOR CITIES?

**HUNDREDS OF BILLS ARE INTRODUCED  
EVERY TWO (2) YEARS**

**ONLY SMALL FRACTION INVOLVING POLICE AND FIRE  
EMPLOYEES ARE SIGNED INTO LAW BY GOVERNOR AT THE  
END OF EACH SESSION**

**HERE'S A BRIEF TOUR AROUND THE STATE FOR BILLS IN  
THE HOPPER AS OF LAST WEEK**

**MANY APPLY TO CIVIL SERVICE CITIES**

# HB 997

## PETITIONING PROTECTED

- City cannot prohibit Police or Fire Department employees from circulating or signing petition authorized by laws relating to
  - Meet and Confer
  - Civil Service
  - Collective Bargaining

# HB 413

## PROGRESSIVE DISCIPLINE MATRIX (CIVIL SERVICE CITIES)

- Commission shall adopt rules prescribing disciplinary actions for police officers under progressive discipline matrix
- Appeal to Hearing Examiner
  - Hearing Examiner must presume disciplinary matrix is reasonable
  - Unless Chief applied wrong category of offense to violation

(cont.)

# **HB 413 (cont.)**

## **PROGRESSIVE DISCIPLINE MATRIX**

### **(CIVIL SERVICE CITIES)**

- CBA cannot conflict with ordinance, order or rule concerning disciplinary actions to be imposed on officers under progressive discipline matrix
- CBA cannot conflict with Civil Service provision implementing progressive discipline matrix

# SB 218

## POLICE OFFICER DISCIPLINE

- TCOLE to write new rules regarding revocation of license to continue work
  - Threat to public welfare including lack of competence
  - Drug use resulting in impairing officer's ability to perform duties
  - Untruthfulness
  - Failure to follow directives or policies

# HB 799

## SOAH JUDGES

- Involves SOAH judges in determining whether officer can testify after allegations of misconduct
- SOAH to determine whether misconduct occurred
- If not, must notify state prosecutor

# HB 425

## EMS DISCRIMINATION BAN

- No discrimination against City employee who is volunteer emergency responder (EMS) and is absent or late to work due to responding to emergency



# HB 894

## APPLIES TO CITIES OVER 500,000

- Requires creation of civilian complaint review board
- To investigate complaints of
  - Police officer misconduct
  - Use of force
  - Threat of force
  - Unlawful act, *e.g.* search
  - Other abuses of authority

# SB 204 AND HB 722

## REPRODUCTIVE DISCRIMINATION

- No discrimination against employee on basis of reproductive decision:
  - Marital status at time of pregnancy
  - Use of assisted reproduction to become pregnant
  - Use of contraception
  - Use of health care drug, device, or service relating to reproductive health
- City must include policy in Employee Handbook

# HB 1012 AND HB 725

## MORE DISCRIMINATION BANS

- Prohibits discrimination in employment on basis of
  - Sexual orientation
  - Status as military veteran
- No discrimination on basis of
  - Gender identity
  - Gender expression

# SB 274

## MORE SEX DISCRIMINATION PROHIBITIONS

- No discrimination against an employee on basis of
  - Sexual orientation
  - Gender identity



# **SB 284 AND HB 818 EXPRESSING BREAST MILK (APPLIES TO CITIES ONLY)**

- Provide a place for employee to express breast milk
- Cannot be a restroom
- Must be shielded from view



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