TEXAS LEGISLATURE MEETS AGAIN

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

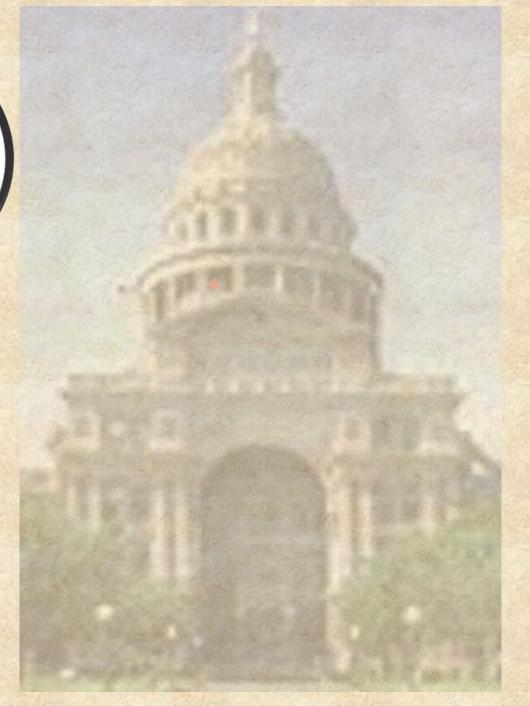
- > No discrimination against an employee on basis of
 - Sexual orientation
 - Gender identity

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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