



TEXAS LEGISLATIVE STUDY GROUP

An Official Caucus of the Texas House of Representatives

Representative:

Desk:

Conference Committee Report Analysis for Senate Bill 14 Eligible at 6:10 PM

Author: Sen. Creighton | Bettencourt | Buckingham | Campbell | Hall |
Huffman | Perry | Schwertner | Springer

SP: Rep. King, Phil | Paddie | Metcalf | Burrows | Lucio III

Recommendation: Unfavorable

CCR SB 14 evaluated by: Hannah Hall

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Analysis

SB 14 would preempt any city or county from enacting and enforcing worker protection ordinances that conflict with or exceed state or federal law. This includes policies related to employee leave, hiring practices, benefits, and scheduling. The conference committee report on Senate Bill 14 strips the bill of important worker protections that were agreed to on the House floor. Specifically, the CCR:

- eliminates local water break ordinances that ensure construction workers can take a 10 minute rest break for every 4 hours of work;
- eliminates fair chance hiring and ban the box ordinances that offer employees with a criminal record a fair opportunity to interview for a job ;
- prevents local governments from requiring lobbyists to receive the same sexual harassment trainings that legislators hope to require at the state level;
- eliminates local ordinances that require employment trainings about OSHA requirements, discrimination prevention, identifying human trafficking, or ethics guidelines; and
- preempts any future ordinance that relates to employment benefits or other local worker safety protections that exceed minimal state or federal regulations.

This bill will greatly impact manual labor workers who may die or get sick from the lack of rest breaks and other stripped provisions. Additionally, working mothers and fathers are denied the leave and advanced notice of work schedules they need to take care of their children. The bill will strip local elected officials of the tools they need to meet the unique needs of their communities.