

BILL ANALYSIS

H.B. 3697
By: Hernandez
Business & Industry
Committee Report (Unamended)

BACKGROUND AND PURPOSE

An individual is currently not disqualified from receiving unemployment compensation benefits in certain instances of involuntary separation due to a compelling need such as protecting the individual from family violence or stalking or to provide care for a terminally ill spouse. There have been calls to include among those compelling needs caring for a minor child who becomes ill or has an accident or other unforeseeable event. H.B. 3697 seeks to do so, contingent on there being no reasonable, alternative option for care.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

H.B. 3697 amends the Labor Code to include among the forms of involuntary separation for which an individual is not disqualified from receiving unemployment compensation under the Texas Unemployment Compensation Act an individual leaving the workplace to care for their minor child due to an unexpected illness, accident, or other unforeseeable event for which no reasonable, alternative care was available.

EFFECTIVE DATE

September 1, 2021.