

## **BILL ANALYSIS**

Senate Research Center  
80R969 MCK-D

S.B. 311  
By: Van de Putte  
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2/27/2007  
As Filed

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Current law, as provided by the Uniformed Services Employment and Reemployment Rights Act (USERRA), protects the jobs of reserve and guard members who are deployed to active duty until they return for up to 60 months. Under this law, Texas is to ensure the reemployment rights of Texas guard members who work in Texas. However, USERRA does not extend those reemployment rights to persons who serve in the guard of another state and work in Texas.

As proposed, S.B. 311 allows Texas employees to retain their jobs while serving in the national guard of another state.

### **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 Section 431.006(a), Government Code, by specifying that the employment of a member of state military forces of this state or the national guard of another state is prohibited from being terminated by a private employer because the employee is ordered to authorized training or duty by proper authority.

SECTION 2. Effective date: upon passage or the 91st day after adjournment.