

BILL ANALYSIS

Senate Research Center

H.B. 1761
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International Relations Trade & Technology
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Engrossed

DIGEST

Currently, claims have been made that some temporary employment agencies have denied the employment applications of workers who do not possess a high school diploma or graduate equivalency diploma (GED). Many of the jobs filled by the temporary employment agencies do not require a high school diploma or GED. This bill prohibits a temporary employment agency from denying an application or placement in a job to an individual based solely because the individual does not have a high school diploma or GED, when the job does not require such a degree; this bill imposes civil penalties for temporary employment agencies that violate this Act.

PURPOSE

As proposed, H.B. 1761 prohibits a temporary employment agency from denying an application or placement in a job to an individual based solely because the individual does not have a high school diploma or GED, when the job does not require such a degree; this bill imposes civil penalties for temporary employment agencies that violate this Act.

RULEMAKING AUTHORITY

This bill does not grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Title 2E, Labor Code by adding Chapter 93, as follows:

CHAPTER 93. TEMPORARY EMPLOYMENT SERVICES

Sec. 93.001. DEFINITIONS. Defines "temporary employee," and "temporary employment service."

Sec. 93.002. PROHIBITION. Prohibits a temporary employment service from denying an application for, or placement in, a position of employment to an individual for the sole reason that the individual has not earned a high school diploma or graduate equivalency diploma unless the position of employment requires that credential to perform the duties of the position.

SECTION 2. Effective date: September 1, 1997.

SECTION 3. Emergency clause.