

The 81st Texas Legislature (Regular Session) may be remembered more for what it did not do than what it did do, and that's true for employer-related legislation. As the session wraps up, however, we note three bills that found their way out of the Legislature and that will have some impact on how employers do business:

- House Bill 978 (sent to the Governor for signature on May 29) relates to the employment rights of certain individuals with disabilities, and essentially amends the Texas Labor Code to make it correspond with 2008 amendments to the Americans With Disabilities Act.
- House Bill 2360 (sent to the Governor for signature on June 3) would require employers to provide its employees with information regarding general eligibility requirements for the federal Earned Income Tax Credit no later than March 1 of each year.
- House Bill 2547 (sent to the Governor for signature on May 29) would apply to employers of 10 or more employees, and authorizes a treating doctor to facilitate the return to work of an injured employee on worker's compensation while also providing protection to employers against claims they are seeking early work returns and other items.

Copies of the final versions of the bills as sent to the Governor are attached. Assuming the Governor does not veto any of the bills, each would become effective September 1, 2009.

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