

Texas Business Today

Joe Esparza
Commissioner Representing Employers

July 2025

Texas Employers,

Dallas employers and interns: Please join me at our Texas Intern Network conference at Dallas College on National Intern Day, July 31.

The event will connect students and local employers, bridging the gap between classroom learning and real-world job skills. Employers will gain access to resources and incentives to support paid internships, and students will learn about career pathways and work-based learning opportunities.

For employers, internships reduce hiring risk and improve confidence. For students and jobseekers, they open doors to meaningful careers with upward mobility. They are powerful tools in our economic toolbox—and when aligned well, they are win-wins.

I encourage you to bring your interns and participate in our employer-led mock interviews for students. Along with our partners Dallas College, the Texas Higher Education Coordinating Board, and Workforce Solutions Greater Dallas, we have a great day planned for you!

Register here: <https://lnkd.in/g/hx2fjDg>

- Joe Esparza, Commissioner Representing Employers



A handwritten signature in black ink, consisting of a stylized 'J' and 'E' followed by a long horizontal line.

Joe Esparza
Commissioner Representing Employers
Texas Workforce Commission



Thursday, July 31, 2025 | 8:30 AM - 2:00 PM

Dallas College - Cedar Valley
Student Engagement Center
3030 N. Dallas Ave., Lancaster, TX 75134

Ready, Set, Hired!

Whether you're a student looking to network and connect with **internship opportunities** or an employer looking to expand your intern network, this **FREE conference** is for you!

- Connect with Employers
- Featured Guest: Micah Autry
 - Entrepreneur, Director, Author
- Virtual Reality Career Exploration
- Explore New Internship Opportunities
- Professional Headshots
- Free Career Development Lunch

Register Today!



bit.ly/txinternnetwork-dallas



Texas Business Minute



[Click here to watch the video](#)

2025 Texas Conference for Employers



- **July 10-11:** Houston/Woodlands - [Sign Up](#)
- **August 8:** Abilene - [Sign Up](#)
- **August 22:** Round Rock - [Sign Up](#)
- **September 5:** Dallas

[More Info](#)



Help Fight Fraud

A Quick Response to UI Claims Protects Your Business

When an individual files an unemployment insurance (UI) claim, the Texas Workforce Commission (TWC) notifies the employer. We need you to respond to these notices quickly to help us prevent fraud. This protects your business.

Response Time Matters



You have 14 days to respond to a UI claim notice, but responding within 48 hours helps us catch fraud fast.

Follow the instructions on the UI claim notice with four ways to respond:

- Online
- Phone
- Mail
- Fax

Step 1: Respond to the UI Claim



Online



Phone



Mail



Fax

Protect Your Business



- Save money; avoid unwarranted charges.
- Ensure accurate UI benefit information for decisions.
- Don't miss the 14-day deadline or you may lose the right to appeal the claim decision.

Step 2: Report Fraud

If the applicant is still working for you and did not file, or never worked for you, notify at [UI Fraud Submission](#). Then respond to the claim at [Employer Response](#).



Resources

- For more information, visit [Employer Notices](#).
- Sign up to receive notices at [Employer Benefit Services](#).

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice). twc.texas.gov



Employment-Related Legislation - 2025

By: William T. Simmons

Legal Counsel to Commissioner Joe Esparza

The 2025 general session of the Texas Legislature resulted in several bills that will impact employers, the most important of which appear below. The list is organized into subject areas and shows the bill number and a summary of the most important provisions of the bill for employers.

Human Resources - General

HB 3153	Increased hiring and employment requirements for persons in direct contact with children at certain facilities.
SB 2	Education service providers eligible for vouchers must perform a criminal history review of each employee.
SB 571	Restricts the eligibility of certain contract employees to provide services to a public school and provides access to the registry of persons who are not eligible for employment at public schools.
SB 2807	The employment status of a driver would be unaffected by the motor carrier's use of safety technology or practices.

Pay and Benefits

HB 334	Relating to the establishment of a county employee family leave pool program.
SB 1257	Requires health benefit plan coverage for gender transition adverse effects and reversals.
SB 2237	Limits severance pay for certain political subdivision employees.

Regulatory / Criminal Liability

HB 1465	Enhances penalties for the criminal offense of invasive visual recording; provides for sex offender registration requirements for that offense.
HB 2187	HHSC would provide an online portal for reports of mandatory overtime violations against nursing staff, as well as an administrative penalty schedule for various kinds of violations.

HB 5061	Contractors and subcontractors of state agencies may not engage in surveillance of or undue influence toward state employees; steep fines and disbarment for violations; retaliation against whistleblowers prohibited; TWC must be notified of any lawsuits brought by complainants.
HB 5629	Eases the occupational licensing of military spouses.
SB 243	Strengthens enforcement of migrant labor housing regulations.
SB 463	Expands the definition of facility covered by workplace violence prevention requirements to include intermediate care facilities for individuals with intellectual disabilities and state-supported living centers.
SB 1318	Restricts covenants not to compete for physicians and certain health care practitioners.

Unemployment Insurance

HB 2760	Clarifies that a court appeal from a final TWC unemployment appeal decision may be filed in a county court at law or district court.
HB 3698	Reinforces the importance of participation in reemployment services as a condition of eligibility for unemployment benefits.
HB 3699	Restricts the definition of “last work” for unemployment claims to employers that meet coverage and liability requirements.
HB 3700	Strengthens detection and prevention of fraud, waste, and abuse in all TWC programs.
SB 1786	Aligns secondary school courses with post-secondary courses for advancement of state workforce needs; increases employer job data reporting requirements under TUCA Section 204.0025. The new employer reporting requirements take immediate effect and include the following data elements: wage, industry, occupational field, full-time and part-time status, county of primary employment, remote work status, and other important employment information needed to assess the future workforce needs of the state, including which occupations lead to self-sufficient wages.

Workers' Compensation

HB 2488	Allows contested workers' compensation case hearings to be conducted via videoconferencing.
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Workforce Development

HB 2294	Relating to reimbursement rates for child-care providers participating in the Texas Rising Star Program.
SB 462	Relating to establishing a child-care services waiting list priority for the children of certain child-care workers.

Other Important Legal Developments

- Following a ruling by a federal court in Texas, the U.S. Department of Labor (DOL) has returned to its previous rule stating that the minimum salary for a salaried exempt employee is \$684/week (see <https://www.dol.gov/agencies/whd/fact-sheets/17a-overtime>).
- DOL has stepped up its enforcement of other wage-related laws, including a prohibition against owners or managers of companies keeping any part of tips given to employees, and strict enforcement of restrictions on child labor (see <https://www.dol.gov/agencies/whd>).
- The National Labor Relations Board enforces the National Labor Relations Act, certain provisions of which apply to all private-sector employers, even those in non-union settings. For the latest guidelines, see the NLRB website at <https://www.nlr.gov>.
- TWC will be applying stricter requirements on claimants regarding work searches and other reemployment activities while filing for unemployment benefits and regarding reducing the risk of claim fraud.

What to Do When an Employee Quits with Mario Hernandez



Many employers mistakenly believe an employee can't claim unemployment benefits if they quit. That's a myth. Legal Counsel Mario Hernandez shares practical steps employers

can take to navigate these complex unemployment claims. Tune in for best practices like addressing complaints, keeping detailed records, and conducting exit interviews.

[Click here to listen on Spotify](#)

TEXAS EMPLOYER HOTLINE

1-800-832-9394

Hiring Issues • Medical Leave-Related Laws • Personnel Policies and Handbooks • Independent Contractors and Unemployment Tax Issues • The Unemployment Claims and Appeals Process • Texas and Federal Wage and Hour Laws



Employer Hotline Hours: M-F, 8am-5pm
Information provided by employment law attorneys in the Office of the Commissioner Representing Employers at the Texas Workforce Commission

Texas Business Today is provided to employers free of charge

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Connect with the Office of the Commissioner Representing Employers

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