



MEETING OF THE
TEXAS WORKFORCE COMMISSION

DATE

AUGUST 12, 2025

1 Tuesday, August 12, 2025

2 COMMISSIONER TREVIÑO: OK, good every
3 morning, everyone. Uh, this meeting is called to order. Mr.
4 Trobman, has anyone signed up for public comment?

5 MR. TROBMAN: Good morning, commissioners.
6 Les Trobman, general counsel. We have two individuals registered
7 for public comment. I'll call them in order. We have Emily
8 Rivera. If you could unmute yourself and begin. Ms. Rivera, can
9 you hear me?

10 EMILY RIVERA: Yes. Can you hear me?

11 MR. TROBMAN: Yes, go ahead.

12 EMILY RIVERA: OK. Ladies and gentlemen,
13 hearing officers of the Texas Workforce Commission, this is
14 regarding case number 3764832-3. You've read and heard a lot of
15 evidence in this case. You have seen the exhibits and now I'm
16 providing a testimony and it's now time for the commission to
17 put this case all together. As I am representing myself in this
18 case, August 12, 2025, commission meeting regarding the April 6,
19 2002 case, I wasn't just laid off. I have suffered a tremendous
20 loss that has yet to be compensated for loss of wages and
21 liquidated damages. This is a lengthy, ongoing case since 2002
22 and the burden of proof has been proven by a preponderance of
23 the evidence. I truly believe that the evidence overwhelmingly
24 supports this conclusion. You have seen all the written email
25 correspondences, text messages, payroll stubs, letters from

1 licensed therapists, and numerous appeals, employer's statement
2 that it is the IRS and this was his process. That confirms an
3 inability to provide a precise wage determination for a claim
4 related to unpaid wages, backpay, hourly and salary wages, and
5 overtime rates due to the employer's oversight. The FLSA law
6 requires employers to pay overtime pay, keep accurate
7 recordkeeping, and pay in a timely manner. As a result of this
8 negligence I have suffered and incurred serious financial
9 losses. The evidence shows the extent of these losses,
10 employment, financial housing, family deaths, and to also
11 include mental anguish, and I ask that you award what is just
12 and a fair amount. In conclusion, the evidence is clear. The
13 employer is responsible for such a direct financial effect. I
14 ask that you, as the commission officers, to return a decision
15 in my favor and hold the employer accountable for their actions.
16 Thank you for your time, consideration, and re-review of my
17 case.

18 MR. TROBMAN: Thank you. We have also Bryan
19 Shulman. Mr. Shulman, if you could unmute yourself and begin.
20 Mr. Shulman? OK, I don't believe he's online so that's what we
21 have. Thank you.

22 COMMISSIONER TREVIÑO: Thank you, Mr.
23 Trobman. Let's move on then to the policy agenda items. This is,
24 uh, Agenda Item 3, Fiscal Year 2026 ES and Supplemental
25 Nutrition Assistance Program Allocations.

1 CHRIS NELSON: Good morning, Commissioner
2 Treviño, Commissioner Esparza, Mr. Townsend. For the record,
3 Chris Nelson, chief financial officer. On July 29th, I brought
4 forth the fiscal year 2026 SNAP E&T, and Employment Services
5 allocations. Unfortunately, we have determined there was an
6 error in entering the 2025 allocation amounts that calls an
7 incorrect hold harmless allocation, uh, for the local areas.
8 This morning you have the revised SNAP E&T and Employment
9 Services allocation, including several, the revised small board
10 funding. The total amounts are allocated are unchanged, but
11 include, and include \$11,883,508 for SNAP E&T, with the revised
12 small board distribution of 49,743, and the Employment Services
13 allocation in the amount of \$27,439,218, with the revised small
14 board funding in the amount of \$74,522. That concludes my
15 comments and I'll be happy to answer any questions.

16 COMMISSIONER TREVIÑO: Commissioner Esparza,
17 any questions or comments?

18 COMMISSIONER ESPARZA: No questions.

19 COMMISSIONER TREVIÑO: Hearing none, uh, I
20 move that we adopt the fiscal year 2026 Employment Services and
21 Supplemental Nutrition Assistance Program allocations as
22 recommended today by staff.

23 COMMISSIONER ESPARZA: I second.
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1 COMMISSIONER TREVIÑO: Thank you. Motion
2 carries. Agenda Item Number 4, Certifications and
3 Recertifications of Community Rehabilitation Programs.

4 JUAN GARCIA: Good morning, commissioners,
5 Mr. Townsend, Juan Garcia with the Voc Rehab Division. This
6 morning for your consideration and possible approval, we have
7 two new CRPs that are applying for first-time certification to
8 the program, Purchasing from People with Disabilities, and five
9 CRPs that are seeking to, uh, recertify to continue, uh, in the
10 program. The, uh, two new CRPs are D&D Helping Others, uh, in
11 Huntsville, uh, Revi-Revitalize Develop and Mentor, in Houston,
12 and the five CRPs that are seeking recertification are Central
13 Texas ARC in Mexia, EQUIP Enterprises in San Antonio, Goodwill
14 Industries of Northeast Texas in Sherman, New Hope Academy of
15 Fort Worth, and United Resource Group U.S., uh, in Houston. So
16 staff recommends, uh, certifying the two new CRPs, and five, uh,
17 CRPs seeking recertification to participate in the program. With
18 that I can answer any questions you might have.

19 COMMISSIONER TREVIÑO: Thank you.
20 Commissioner Esparza, any questions or comments?

21 COMMISSIONER ESPARZA: No questions.

22 COMMISSIONER TREVIÑO: OK. I move that we
23 approve the certifications and recertification of the following
24 community rehabilitation programs for participation in the
25 Purchasing from People with Disabilities program as recommended

1 today by staff: The certification of D&D Helping Others;
2 Revitalize Development, Mentor; and the recertification of
3 Central Texas ARC; EQUIP Enterprises; Goodwill Industries of
4 North Texas; New Hope Academy; and United Resource Group U.S.

5 COMMISSIONER ESPARZA: I second.

6 COMMISSIONER TREVIÑO: OK, motion carries.
7 OK, we'll move on to Agenda Item 6, TWC Sunset Self-Evaluation
8 Report.

9 KAREN LATTA: Good morning. Good morning,
10 Commissioner Treviño, Commissioner Esparza, and Mr. Townsend. My
11 name is Karen Latta, and I am here today to present TWC's self-
12 evaluation report to be submitted to the Sunset Advisory
13 Commission. Uh, this report represents the first step in our
14 sunset review process. Uh, the Sunset Commission provided very
15 specific instructions to the agency back in June, uh, for what
16 they wanted to have in this report and we followed those
17 instructions very closely. The report is due to the Sunset
18 Commission on September 1st of this year. Uh, it is, as you've
19 seen, a very, very long report. Uh, most of the information in
20 the report is intended to give the Sunset Commission staff a
21 basic understanding of the agency's functions, performance
22 measures, history, policymaking structure, funding,
23 organization, programs, and statutory authority. I did want to
24 draw your attention to one section in particular and that's
25 Section IX which is, uh, called the Major Issues section. This

1 is where the Sunset Commission asks us to identify statutory
2 changes that could improve our operations. We have provided
3 three issues in this section. The first one is to replace the VR
4 Division's 10 percent case review requirement with a
5 statistically valid sample size focused on risk. The second one
6 is to update the Civil Rights Division's statutory authority,
7 and the third is to apply a risk-based framework to licensing
8 and regulating of career schools and colleges. The Major Issues
9 section also asks us to identify key obstacles, functions that
10 no longer serve a clear purpose for the agency and our biggest
11 opportunities for improvement. Uh, the version of the report
12 that I'm presenting today is complete. However, I'd like to
13 reserve the ability to continue to make nonsubstantive edits and
14 formatting changes as needed before we submit the report to the
15 Sunset Commission. Uh, if you choose to approve to move forward
16 today with the report, my team and I will work with the
17 communications office to create an accessible version of the
18 document to submit to the Sunset Commission as well as to post
19 to our TWC website by the due date. So I'm happy to answer any
20 questions you have or take any comments you have on the report.

21 COMMISSIONER TREVIÑO: Thank you, Ms. Latta.
22 Commissioner Esparza, any questions or comments?

23 COMMISSIONER ESPARZA: No, is there a no-
24 later-than date for nonsubstantive edits you mentioned?

25

1 KAREN LATTA: Uh, that is a good question. I
2 think—

3 COMMISSIONER ESPARZA: OK, yeah.

4 KAREN LATTA: You know, we, we're trying to
5 finish everything, you know, as quickly as possible.

6 COMMISSIONER ESPARZA: Sure.

7 KAREN LATTA: Because we do want to be able
8 to allow the commission, the communications department to make
9 it look nice and—

10 COMMISSIONER ESPARZA: OK, I only have, uh,
11 clarification notes that I'm, that I'm working through on it,
12 and it will in no, in no means keep it from the deadline but
13 I'll send you a post-it for any edits.

14 KAREN LATTA: That sounds good.

15 COMMISSIONER ESPARZA: Or anything that we,
16 we'd ask to change and like I said, it won't hold it up so thank
17 you for that heavy lifting. Thanks to your team for continuing
18 to have this. We're glad to have you setting this up.

19 KAREN LATTA: Thank you.

20 COMMISSIONER TREVIÑO: Thank you. OK, with
21 that I move that we approve the Texas Workforce Commission
22 Sunset Self-Evaluation report for submission to the Sunset
23 Advisory Commission as presented today by staff and direct staff
24 to make necessary nonsubstantive editing and formatting changes.

25 COMMISSIONER ESPARZA: I second.

1 COMMISSIONER TREVIÑO: OK, uh, with that
2 second the motion carries.

3 KAREN LATTA: Thank you.

4 COMMISSIONER TREVIÑO: OK, this is agen-
5 Agenda Item number 7, board nominations.

6 PATRICIA MARTINEZ: Good morning,
7 commissioners, Mr. Townsend. For the record, Patricia Martinez,
8 Workforce Development Division. Today for your consideration,
9 uh, we have Workforce Board nominations for the following
10 Workforce Solutions Boards: Cameron County; Central Texas; Gulf
11 Coast; Middle Rio; and West Central. Staff recommends approval
12 on the presented nominees and I'm here to answer any questions
13 you may have.

14 COMMISSIONER TREVIÑO: OK, Mr. Esparza,
15 Commissioner Esparza, any, uh, questions or comments?

16 COMMISSIONER ESPARZA: No, commissioner, no
17 questions.

18 COMMISSIONER TREVIÑO: OK, I move that we
19 approve the local Workforce Development Board member nominees
20 presented today for the following: Workforce Solutions Cameron
21 County; Gulf Coast; Middle Rio Grande; Central Texas; and West
22 Central Texas.

23 COMMISSIONER ESPARZA: I second.

24 COMMISSIONER TREVIÑO: OK, the motion
25 carries. OK, is there a legislative report today? Seeing none,

1 I'll move on to, uh, is there an executive director's report
2 today?

3 MR. TOWNSEND: Excuse me, yes, commissioner,
4 I have two items this morning I'd like to, uh, uh, cover. I'm
5 going to have Eric Holen give you, uh, an update on our
6 disaster-related activities for, uh, related to UI.

7 ERIC HOLEN: Good morning. Eric Holen with
8 the Unemployment Insurance Division. I have an update on
9 declared disaster 4879 for the veer-severe storms and flooding
10 that occurred beginning July 2nd also known as the Hill Country
11 floods. On August 7th we received \$363,765 in funds to support
12 the unemployment activities associated with the disaster and to
13 pay disaster unemployment benefits for DUA. To date customers
14 have submitted 167 DUA claims with another 4,432 regular claims
15 associated with the disaster. The last day to apply for this
16 disaster is September 4, 2025. Of the 167 claims, DUA claims
17 we've received, we have approved 19 after customers claim limits
18 submitted the required documentation showing that they're
19 affected by the disaster and we anticipate to begin making
20 payments on those DUA claims this week, and that concludes my
21 update.

22 COMMISSIONER TREVIÑO: Any, uh, comments or
23 questions, Commissioner Esparza?

24 COMMISSIONER ESPARZA: None on this item.
25 Thank you, Eric.

1 COMMISSIONER TREVIÑO: Thank you, Eric.

2 ERIC HOLEN: Thank you.

3 COMMISSIONER TREVIÑO: Is there anything
4 else, Mr. Townsend?

5 MR. TOWNSEND: Yes, commissioner. Uh, you
6 may have noticed we have a packed room this morning. Uh, we are,
7 uh, putting on a new empl-orientation for our exec-new executive
8 directors and there's some deputies in-included in this and so
9 Patricia Martinez is going to come, come up and we're going to
10 do some introductions this, uh, this morning, so, uh.

11 COMMISSIONER ESPARZA: It's back to school
12 day.

13 MR. TOWNSEND: It's appropriate, is it not?

14 PATRICIA MARTINEZ: Good morning again.

15 Patricia Martinez, Workforce Development Division. So, yes, like
16 Mr. Townsend said this morning we have several board-new board
17 executive directors and some board staff joining us as part of
18 their new executive director orientation where they're learning
19 from A to Z on Texas Workforce Commission so we're very happy to
20 have them here. We took a great walk from Trinity over to, uh,
21 to the, to this building and, uh, that tells you a lot about
22 their endurance in this Texas heat. So I'd like to recognize
23 them now so they can-if they-when I call your name, please stand
24 so we can put a face to the name. Uh, so from Brazos Valley we
25 have Roger Sheridan, and we also have board staff, Vonda

1 Morrison, and Vonda, and Karen Sanders. Cameron County we have
2 Mr. Rafael Vela. From Capital Area we have Yael Lawson, Central
3 Texas, Ms. Linda Angel, Deep East Texas, Dr. Ty Cauthen, Middle
4 Rio, Ms. Rosie Lozano, North Texas, we have Ms. Lisa McDaniel,
5 and also Sharon Hulcy, Northeast Texas, Mr. Bart Spivey, South
6 Plains, Dr. Ben Alexander, Southeast Texas, Melanie Williams,
7 Tarrant County, Mr. Bill Sturns, and West Central, Ms. Amelia
8 Reeves. Please join me in giving all our new executive directors
9 a warm welcome. We are delighted to have you all on board and we
10 look forward to working with you on our shared goals.

11 COMMISSIONER TREVIÑO: Thank you, everybody,
12 for being here. I made that walk a couple of times so I, uh, I
13 do appreciate it.

14 COMMISSIONER ESPARZA: Thank you all for
15 being here for, for the work you're doing and the work you're
16 doing with our agency as well. Very excited to continue to
17 working with you as your predecessors have, uh, uh, left, uh,
18 left your houses in, in good condition so we appreciate, uh,
19 continuing work there too so, uh, all of that, Randy, wanted, I
20 got three things I wanted to bring up, uh, obviously in the
21 absence of a third commissioner, thank you and Les for keeping
22 our agenda, uh, uh, keeping the agenda down to, uh, just
23 critical items only when it comes to our next, our next bill
24 until we're able to get another appointee, and also wanted the
25 agency to raise awareness that the Department of Labor announced

1 the availability of a new funding stream called the Industry-
2 Driven Skills Training Fund. I want to make sure that we're
3 aware of it. I think Mary's smiling, head shaking. I kind of
4 wanted to have a little bit of update once, you know, what are
5 we doing if we're able to get all this, uh, or if we're able to,
6 to, produce the applications and, and, and access this, this,
7 this funding, uh, and how we're going to use it. I'd appreciate
8 kind of the update on, on that process, and also, uh, everybody
9 knows by now, Tommy, Tommy Simmons is retiring after 38 years of
10 faithful service to the state and to our friends and everybody
11 here, uh, he always—you hear his name before you, you, you talk
12 about the, about the Texas workforce itself and the agency,
13 especially our office so always appreciate Tommy and welcome,
14 wish him, uh, fair winds on, on his retirement, uh, on that too,
15 and I wanted to let everybody know that at 1:30 we're having a,
16 a, a dessert, sugar, sugar yourself up sweet, uh, sendoff for
17 him at 1:30, and do we know what room? I can't remember.

18 COMMISSIONER TREVIÑO: It's going to be in
19 here.

20 COMMISSIONER ESPARZA: Oh, in this room,
21 right. We can bring food in here, OK. Don't spill anything on
22 the carpet. Uh, yeah, so everybody's invited to that if they can
23 come by and say a few words for Tommy. That's it. Thank you.

24 MR. TOWNSEND: Thank you, commissioner, uh,
25 and we wish Tommy the best of course and we'll see him later

1 today. I did want to just mention on the funding opportunity,
2 uh, commissioner, I did bring that up and Mary mentioned that
3 already--staff is already working on that, working on kind of
4 what our options might be and that sort of thing so it's, uh,
5 we'll have something here very soon on that. We'll keep both of
6 you updated on that, and all the offices for that matter so
7 thank you very much.

8 COMMISSIONER TREVIÑO: Thanks so much.
9 Congratulations, Tommy. You will be deeply missed here but, uh,
10 I'm glad that you're going to, uh, bigger and better things so,
11 uh, you know, just keep us all in mind when you're, uh, fishing
12 there, uh, on the lake so, uh, anything else, Commissioner
13 Esparza?

14 COMMISSIONER ESPARZA: That's all I got.

15 COMMISSIONER TREVIÑO: OK, I'll entertain a
16 motion to adjourn.

17 COMMISSIONER ESPARZA: I motion.

18 COMMISSIONER TREVIÑO: I second. With that,
19 meeting is adjourned.

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Texas Workforce Commission Meeting
AUGUST 12, 2025

Item 2: PUBLIC COMMENT

Written Comments

August 08, 2025

Ladies and gentlemen, hearing officers of the Texas Workforce Commission, this is regarding case number 3764832-3. You've read and heard a lot of evidence in this case. You've seen the exhibits, and now I'm providing a testimony and now it's time for the commission to put this case all together. As I am representing myself in this August 12, 2025 commission meeting regarding the April 06, 2022 case, I wasn't just laid off ; I have suffered a tremendous loss. I deserve to be compensated for loss of wages and liquidated damages.

This is a lengthy, ongoing case since 2022, and the burden of proof has been proven by a preponderance of the evidence. I truly believe that the evidence overwhelmingly supports this conclusion.

You have seen all written email correspondence, text messages, payroll stubs, letters from licensed therapists and numerous appeals, employers statement that "it's the IRS and this was his "Pro-cess", that confirms an inability to provide a precise wage determination for a claim related to; unpaid wages, back pay, hourly and salary wages, and overtime rates due to employers oversight.

The FLSA law requires employers to pay overtime pay, keep accurate recordkeeping, and pay in a timely manner.

As a result of this negligence, I have suffered and incurred serious financial losses.

The evidence shows the extent of these losses, employment, financial , housing , family deaths, and to also include mental anguish and I ask that you award what is just and a fair amount.

In conclusion, the evidence is clear. The employer was clearly negligent in computing the accuracy of wages.

The employer is responsible for such a direct financial affect. I ask that you, as commission officers, to return a decision in my favor and hold the employer accountable for their actions.

Thank you for your time, consideration and re-review of my case.

Emily Rivera