



**RYAN GUILLEN**  
★  
TEXAS STATE REPRESENTATIVE

**FOR IMMEDIATE RELEASE**  
JUNE 3, 2017

**FOR MORE INFORMATION:**  
COREY.TICKNOR@HOUSE.TEXAS.GOV

**REP. GUILLEN HELPS END DISCRIMINATORY LEAVE POLICIES**

*New Law Requires Equal Treatment of Biological and Foster Kids*

**AUSTIN** – State Representative Ryan Guillen (D-Rural South Texas) is an author of HB 88, which prevents employers from implementing sick child leave policies that discriminate against employees with foster children. The bill was signed into law by Governor Abbott on **Friday, May 26**.

**"It's unacceptable that this loophole has enabled discrimination," said Guillen. "If employees are allowed to take off work to care for their biological children, then the same should be so for foster children."**

Currently, an employer may allow their employees to take justified leave to care for a sick biological child, but may prohibit adoptive parents from doing the same. To resolve this issue, this new law requires that any sick child leave policy offered to employees must apply to biological, adoptive, or foster children.

The bill does not aim to dictate the policies that an employer implements regarding employee sick child leave. Rather, it targets the discriminatory sick leave practices being enabled in our state.

**"Our goal is to guarantee equal treatment for employees who are parents to biological, adoptive, or foster children," said Guillen. "There is no sense in treating employees with foster children any different than those with biological children."**

This Act will take effect on **September 1, 2017**.

Representative Ryan Guillen serves ten rural South Texas counties in the Texas House of Representatives, including Atascosa, Brooks, Duval, Jim Hogg, Kenedy, La Salle, Live Oak, McMullen, Starr, and Willacy.

###