

## **Rights and Responsibilities of Your Employer**

Your employer is not required to pay you for any time that you missed from work due to jury service. However, your employer cannot fire you while you are fulfilling your civic duty.

An employer who terminates, threatens to terminate, penalizes, or threatens to penalize an employee because the employee performs jury duty is subject to sanctions for contempt of court and payment of damages to the employee.

### **Note to Employers**

Texas law prohibits discharging, harming, or threatening to harm an employee as a result Of jury service. Any such act By an employer can be punished as a misdemeanor (up to \$2,000 fine and or/ 2 years in jail) Or as a felony (up to \$5,000 fine and/or 2 to 10 years in the penitentiary). Civil Practice and Remedies Code Ch. 122; Penal Code Sec. 36.03 And 36.06.

An employee whose employment rights under Ch. 122 Civil Practice and Remedies Code Are violated is entitled to reinstatement to his or her former position, and to recover damages from the employer up to an amount equal to 5 years compensation at the rate at which the person was compensated when summoned for jury service. The employee is also entitled to have the employer pay the fees of the employee's attorney, on the amount approved by a court.