

Texas & Federal Employment Notices

OSHA Job Safety and Health IT'S THE LAW!

All workers have the right to:

- 1. A safe workplace.
2. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
3. Receive information and training on job hazards, including all hazardous substances in your workplace.
4. Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions.
5. Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
6. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
7. See any OSHA citations issued to your employer.
8. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- 1. Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
2. Comply with all applicable OSHA standards.
3. Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
4. Provide required training to all workers in a language and vocabulary they can understand.
5. Prominently display this poster in the workplace.
6. Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Family Medical Leave Act (FMLA) poster. Includes title, purpose, eligibility criteria, and rights of employees. Updated 4/23.

Polygraph Protection poster. Explains the Employee Polygraph Protection Act, prohibitions, exemptions, and enforcement. Updated 8/16.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR. Includes QR code and contact information. Updated 8/16.

IRS Withholding poster. Provides information on how to file Form W-4 and how to check for withholding. Updated 10/22.

USERRA poster. Explains the Uniformed Services Employees' Reemployment Rights Act, including protected rights and enforcement. Updated 11/17.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Hazardous Communication poster. Details employee rights regarding hazardous chemicals, including labeling and SDS. Updated 7/22.

Workers' Compensation Notice 10. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Hazardous Communication poster. Details employee rights regarding hazardous chemicals, including labeling and SDS. Updated 7/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

Workers' Compensation Notice 7. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Includes coverage information and contact details. Updated 6/22.

State Minimum Wage poster. SUMMARY OF TEXAS MINIMUM WAGE ACT - TEXAS LABOR CODE. Updated 7/22.

\* Effective July 24, 2009, the federal minimum wage increased to \$7.25 an hour.

The information employers must provide to employees on a written earnings statement is geared to enable employees to determine from a single document whether they have been paid correctly for a given pay period. The TWC is charged with making employers and employees aware of their respective rights, duties, and remedies under the Act.

The Commissioner of Agriculture is authorized to establish price rates for agricultural commodities commercially produced in substantial quantities in Texas if sufficient productivity information is available. The price rates are supposed to guarantee at least minimum wage for harvesters of average ability and diligence while allowing harvesters to earn more by producing more. The Act provides a procedure for contesting an established price rate.

The primary exemption from the Act is for any person covered by the federal Fair Labor Standards Act (FLSA). Other specific exemptions include employment in, or by religious, educational, charitable, or nonprofit organizations, professional, salespersons or public officials; domestic; certain youth and students; inmates; family members; amusement and recreational establishments; non-agricultural employers not liable for state unemployment contributions; dayning and production of livestock; and sheltered workshops.

An employer has two years from the date the wages were due for payment to file a lawsuit to recover the unpaid wages plus an additional equal amount as liquidated damages. The employer can be assessed reasonable attorney's fees and court costs.

Child Labor poster. CHLD LABOR LAWS Texas Workforce Commission. Includes prohibited occupations and enforcement. Updated 4/23.

Child labor laws prohibit minors from working in hazardous occupations, performing dangerous tasks, and working excessive hours. The Act also prohibits the employment of minors in certain occupations.

Additional prohibited occupations that apply under state law: (1) Occupations involved in sales and solicitation by a child under 18 years of age. (2) Occupations in sexually oriented businesses by a child under 21 years of age.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Additional prohibited occupations that apply only to 14- and 15-year-old children: (1) Mining, manufacturing, or processing occupations, including duties in workrooms. (2) Occupations involving the use of power-driven machinery.

Federal Minimum Wage poster. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. Updated 6/23.

Pregnant Workers Fairness Act (PWFA) poster. Explains the rights of pregnant workers under the PWFA. Updated 6/23.

Equal Employment Opportunity poster. Explains the EEOC and anti-discrimination laws. Updated 6/23.

Equal Employment Opportunity poster. Explains the EEOC and anti-discrimination laws. Updated 6/23.

Equal Employment Opportunity poster. Explains the EEOC and anti-discrimination laws. Updated 6/23.

Equal Employment Opportunity poster. Explains the EEOC and anti-discrimination laws. Updated 6/23.

Equal Employment Opportunity poster. Explains the EEOC and anti-discrimination laws. Updated 6/23.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Workers' Compensation Notice 6. NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS. Updated 6/22.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

Equal Opportunity poster. EQUAL EMPLOYMENT OPPORTUNITY IS... THE LAW IN TEXAS. Updated 6/23.

ProService HAWAII logo and contact information.

Making unauthorized copies is against the law and may subject you to civil and criminal liability.

Job Service Complaint System poster. Includes steps for filing a complaint.