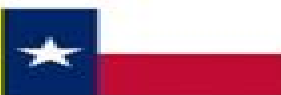




TEXAS 2021



EMPLOYEE RIGHTS

FEDERAL MINIMUM WAGE
\$7.25

Minimum Wage: The federal minimum wage is \$7.25 per hour. States and local governments may set a higher minimum wage. If a state or local government has a higher minimum wage, employers must pay the higher rate. If a state or local government has a lower minimum wage, employers must pay the federal rate.

Child Labor: Federal law limits the hours and types of work that minors can perform. Employers must follow these rules to protect the health, safety, and education of young workers.

Unemployment Insurance: Federal law requires employers to pay into a state unemployment insurance system. This system provides benefits to workers who lose their jobs through no fault of their own.



Equal Employment Opportunity is THE LAW

Prohibits Employment Discrimination on the Basis of Race, Color, Religion, Sex, National Origin, Age, Disability, and Genetic Information

Employers with 15 or more employees are prohibited from discriminating against employees on the basis of race, color, religion, sex, national origin, age, disability, and genetic information. This includes decisions about hiring, firing, promotion, pay, and other terms and conditions of employment.

Employers are also prohibited from harassing employees on the basis of race, color, religion, sex, national origin, age, disability, and genetic information. Harassment includes unwelcome conduct that is based on one or more of these characteristics and that creates a hostile or abusive work environment.

Employers are also prohibited from retaliating against employees who file a complaint or participate in an EEOC investigation. Retaliation includes any adverse action taken against an employee because of their protected activity.

Employment Testing Practices Prohibited on the Basis of Race, Color, Religion, Sex, National Origin, Age, Disability, and Genetic Information

Employers are prohibited from using employment tests that discriminate on the basis of race, color, religion, sex, national origin, age, disability, and genetic information. This includes tests that measure an individual's ability to perform a job, as well as tests that measure an individual's personality, intelligence, or other characteristics.

Employers are also prohibited from using employment tests that have a disparate impact on a protected group. A disparate impact occurs when a test that is neutral on its face has a disproportionately adverse effect on a particular race, color, religion, sex, national origin, age, disability, or genetic group.

Prohibits an Employer's Retaliation Against an Employee for Filing a Complaint or Participating in an EEOC Investigation

Employers are prohibited from retaliating against employees who file a complaint or participate in an EEOC investigation. Retaliation includes any adverse action taken against an employee because of their protected activity. This includes firing, demotion, suspension, or any other adverse action.

Employees who believe they have been discriminated against or harassed should file a complaint with the EEOC. The EEOC will investigate the complaint and may take action to enforce the law.



Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Receive training or health instruction with regard to OSHA, or receive a written copy of the OSHA training materials.
- Receive information and training on job safety, including all hazardous substances in your workplace.
- Receive an explanation of OSHA inspection of your workplace if you believe there are safety or health hazards in your workplace. You have the right to have a representative from your union or other labor organization.
- Receive a written explanation of the OSHA inspection and the results of the inspection.
- Receive a written copy of the OSHA citation, if one is issued, and a copy of the OSHA citation if one is issued against you or your employer.
- Receive a written copy of the OSHA citation, if one is issued, and a copy of the OSHA citation if one is issued against you or your employer.

Employers must:

- Provide employees a workplace that is free from recognized hazards that are likely to cause death or serious physical harm to employees.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.
- Develop and implement a written safety and health program.

OSHA's Consultation service is available to small and medium-sized employers, without charge or penalty, through OSHA-approved consultation programs in many states.



Contact OSHA. We can help.

1-800-321-OSHA (6742) • TTY: 1-877-682-6827 • www.osha.gov

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Eligibility: Employees who have worked for a covered employer for at least one year and who have worked at least 1,250 hours during the previous 12 months are eligible for FMLA.

Unpaid Leave: Employees are entitled to up to 12 weeks of unpaid leave in a 12-month period for certain family and medical reasons.

Job Protection: Employees who take FMLA leave are guaranteed the same or equivalent job upon their return.

Health Insurance: Employees who take FMLA leave must continue to receive health insurance under the same terms and conditions as if they were working.

Intermittent Leave: Employees may take FMLA leave in intermittent or reduced schedule increments.

1-866-4-USDEAD
www.dol.gov/whd

NOTICE TO EMPLOYEES

Equal Employment Opportunity Commission (EEOC)

Prohibited Discrimination: It is illegal for an employer to discriminate against an employee on the basis of race, color, religion, sex, national origin, age, disability, and genetic information.

Harassment: Harassment is a form of discrimination that involves unwelcome conduct that is based on a protected characteristic and that creates a hostile or abusive work environment.

Retaliation: Retaliation is any adverse action taken against an employee because of their protected activity.

Division of Workers' Compensation

Workers' Compensation: This program provides benefits to employees who are injured or become disabled as a result of their work.

Eligibility: Employees who are injured or become disabled as a result of their work are eligible for workers' compensation benefits.

Benefits: Employees who are injured or become disabled as a result of their work may be eligible for medical benefits, disability benefits, and death benefits.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Coverage: Employers with one or more employees are required to provide workers' compensation coverage to their employees.

Employee Assistance: Employees who have questions about their workers' compensation coverage should contact the Division of Workers' Compensation.

Safety Violations: Employees who observe safety violations should report them to their supervisor or to the Division of Workers' Compensation.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Coverage: Employers with one or more employees are required to provide workers' compensation coverage to their employees.

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NOTICE

The Texas Whistleblower Act protects public employees who make good faith reports of violations of law by their employer to an appropriate law enforcement authority. An employer may not suspend or terminate the employment of, or take other adverse personnel action against, a public employee who makes a report under the Act.



Texas Whistleblower Commission

Whistleblowing: Whistleblowing is the act of reporting a violation of law by an employer to an appropriate law enforcement authority.

Protection: Whistleblowers are protected from retaliation by their employer.

ATTENTION EMPLOYERS

Whistleblowing: Whistleblowing is the act of reporting a violation of law by an employer to an appropriate law enforcement authority.

Protection: Whistleblowers are protected from retaliation by their employer.

Texas Labor Laws

Anthony S. Fauci



Texas Labor Laws:

Labor Law in Texas Texas, Rolland Bradley, 1924 **A Layman's Guide to Texas Labor Laws** Texas Manufacturers Association, 1963 *Maslanka's Texas Field Guide to Employment Law: FLSA, FMLA, ADA, Texas Labor Code* Michael P. Maslanka, 2021-02-28 **Texas Labor History** Bruce A. Glasrud, James C. Maroney, 2013-04-21 Too often observers and writers of Texas history have accepted assumptions about labor movements in the state both organized and not that do not bear up under the light of careful scrutiny Offering a scholarly corrective to such misplaced suppositions the studies in Texas Labor History provide a helpful new source for scholars and teachers who wish to fill in some of the missing pieces Tackling a number of such presumptions that a viable labor movement never existed in the Lone Star State that black brown and white laborers both male and female were unable to achieve even short term solidarity that labor unions in Texas were ineffective because of laborers inability to confront employers the editors and contributors to this volume lay the foundation for establishing the importance of labor to a fuller understanding of Texas history They show for example that despite differing working conditions and places in society many workers managed to unite sometimes in biracial efforts to overturn the top down strategy utilized by Texas employers Texas Labor History also facilitates an understanding of how the state s history relates to reflects and differs from national patterns and movements This groundbreaking collection of studies offers notable opportunities for new directions of inquiry and will benefit historians and students for years to come *Texas Employment Law* Laura M. Franze, 1999 *General and Special Laws of the State of Texas* Texas, 1911 **General Laws of the State of Texas** Texas, 1876 **Texas Labor Laws** Joan M. McCrea, 1971-01-01 *The Laws of Texas Relating To: Labor, Children, Education, Health and Sanitation, Marriage and Divorce, Rights of Married Women, Delinquency, Dependency and Juvenile Courts, State Institutions, Penitentiaries and Jails, Gambling and Disorderly Houses, Public Morals, Elections, and Various Related Subjects, Including Such Legislation as was Passed by All Sessions of the Thirty-seventh Legislature, 1921, Up to and Including the Second Called Session* Civic Federation of Dallas, 1921 **Labor Laws and Their Administration** International Association of Governmental Labor Officials, United States. Bureau of Labor Standards, 1961

Reviewing **Texas Labor Laws**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Texas Labor Laws**," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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