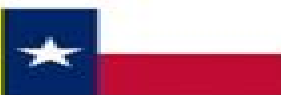




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EMPLOYEE RIGHTS

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. The federal minimum wage applies to most employees, but there are exceptions. For example, the federal minimum wage does not apply to employees of the federal government, employees of state and local governments, and employees of certain nonprofit organizations.



YOUR RIGHTS UNDER OSHA

OSHA's Mission: OSHA's mission is to ensure the safety and health of America's workers by setting and enforcing standards, and providing training, outreach, education and assistance.



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.

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Equal Employment Opportunity is THE LAW

Prohibits Employment Discrimination: Federal laws prohibit discrimination in employment on the basis of race, color, sex, religion, national origin, age, disability, and genetic information.

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NOTICE TO EMPLOYEES CONCERNING WHISTLEBLOWER PROTECTION IN TEXAS

Whistleblower Protection: The Texas Whistleblower Act protects public employees who make good faith reports of violations of law by their employer.



Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace
- Receive training or health counseling with your employer or OSHA, or receive a written safety plan or safety training
- Receive information and training on job hazards, 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 in your OSHA or other OSHA
- Receive training or information on workplace safety and health hazards
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- Receive training or information on workplace safety and health hazards

Employers must:

- Provide employees a workplace that is free from recognized hazards that are likely to cause death or serious physical harm to employees
- Comply with all applicable OSHA standards
- Notify OSHA within 15 days of a workplace fatality or within 24 hours of a workplace injury requiring hospitalization, amputation, or loss of an eye
- Provide required training to all workers in a language and vocabulary they can understand
- Develop and maintain a written safety and health program
- Have OSHA standards in your workplace of the highest standards

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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.



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Texas Labor Laws

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Texas Labor Laws:

Labor Law in Texas Texas, Rolland Bradley, 1924 *A Layman's Guide to Texas Labor Laws* Texas Manufacturers Association, 1963 **Texas Labor Laws** Joan M. McCrea, 1971-01-01 **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 General and Special Laws of the State of Texas Texas, 1911 Texas Employment Law Laura M. Franze, 1999 *General Laws of the State of Texas* Texas, 1876 **Maslanka's Texas Field Guide to Employment Law: FLSA, FMLA, ADA, Texas Labor Code** Michael P. Maslanka, 2021-02-28 **Labor Law in Texas** Texas, Rolland Bradley, 1924 Texas Labor Laws Joan M. McCrea, 1978 **1927 Supplement to the Laws of Texas Relating to Labor, Children, Education, Health and Vital Statistics, Care of Mental Defectives, Workmen's Compensation, Crime and Delinquency, Prisons and Prisoners, State Institutions, Loan Companies and Various Related Subjects as Passed by All Sessions of the State Legislature Subsequent to 1921, Including the Acts of the 40th Legislature, First Called Session 1927** Civic Federation of Dallas, 1927 **Texas Employer's Guide** Summers Press, Aspen Publishers Editorial, 2007-07-25 The Texas Employer s Guide is an authoritative and accessible book that provides the lay of the land about employment law the Guide integrates federal and Texas laws that affect the employer employee relationship making it a valuable resource for business owners managers and human resource professionals The Texas Employer s Guide is written and updated annually by an employment law attorney We have eliminated legal jargon offering clear and concise explanations of today s complex labor laws regulations and court decisions Relevant state and federal agencies are listed at the end of each chapter along with citations for the information discussed Chapter headings are Hiring Managing Employees and Personnel Costs Termination of Employment Health and Safety Employment Discrimination Wages Hours and Child Labor Employee Benefits and Leave Personnel Records Workplace Privacy Unions and Government

Contractors Written from an employer s point of view this 2nd Edition of the Texas Employer s Guide includes discussion of these and other current topics New federal and Texas minimum wage rate information Discussion of Texas Workforce Commission guidance on classifying independent contractors Updated sections on changes to Texas workers compensation and unemployment compensation law Discussion of Texas law on use of Social Security numbers Discussion of the revised definition of supervisor under federal labor relations law Discussion of new Texas law allowing individuals to use deadly force when threatened by an attacker

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In an electronic era where connections and knowledge reign supreme, the enchanting power of language has been much more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Texas Labor Laws**," compiled by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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