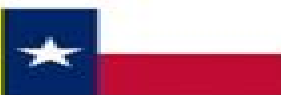




TEXAS 2021



EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE
\$7.25

Minimum Wage: The Fair Labor Standards Act (FLSA) requires employers to pay their employees at least the federal minimum wage for all hours worked. The current federal minimum wage is \$7.25 per hour. Some states and localities have higher minimum wages. Employers must also pay overtime pay to non-exempt employees for hours worked in excess of 40 hours per week.



YOUR RIGHTS UNDER OSHA

OSHA's Mission: The Occupational Safety and Health Act (OSHA) was created to ensure the safety and health of America's workers. OSHA sets and enforces standards for workplace safety and health, and provides training, outreach, and education to employers and workers.



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Family and Medical Leave Act (FMLA): The FMLA provides eligible employees with up to 12 weeks of unpaid leave per year for certain family and medical reasons. These reasons include the birth and care of a newborn child, the placement of a child for adoption or foster care, the care of a child with a serious health condition, the care of a spouse, child, or parent with a serious health condition, and the employee's own serious health condition.

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

NOTICE TO EMPLOYEES

Notice to Employees: This notice is provided to inform you of your rights under federal labor laws. It includes information about the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and the Occupational Safety and Health Act (OSHA).

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity Act (EEOA): The EEOA prohibits employers from discriminating against employees on the basis of race, color, sex, religion, national origin, and age. It also prohibits employers from discriminating against employees on the basis of disability. The EEOA requires employers to provide equal opportunities for all employees in hiring, promotion, and other employment practices.

Employment Practices: Employers must follow certain rules when hiring, promoting, and terminating employees. These rules include the prohibition of discrimination, the requirement to provide equal opportunities, and the requirement to follow certain procedures for hiring, promotion, and termination.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Workers' Compensation: Workers' compensation is a system of benefits that provides financial and medical assistance to employees who are injured or become disabled as a result of their work. In Texas, employers are required to provide workers' compensation benefits to their employees.

Notice to Employees: This notice is provided to inform you of your rights under the Texas Workers' Compensation Act. It includes information about the requirements for workers' compensation, the process for filing a claim, and the benefits available to employees.

Notice to Employees: This notice is provided to inform you of your rights under the Texas Workers' Compensation Act. It includes information about the requirements for workers' compensation, the process for filing a claim, and the benefits available to employees.



Job Safety and Health IT'S THE LAW!

- All workers have the right to:**
- A safe workplace
 - Know what safety and health hazards exist in their workplace, and what they can do to avoid them
 - Receive information and training on job safety, including all hazardous substances in their workplace
 - Receive an explanation of OSHA's inspection of your workplace if you believe there are safety or health hazards in your workplace. You have the right to have a representative of your choice accompany you to the workplace.
 - Receive copies of OSHA's inspection report and any proposed citations or penalties.
 - Receive copies of any proposed citations or penalties, and any proposed fines or penalties.
 - Receive copies of any proposed citations or penalties, and any proposed fines or penalties.

- 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.
 - Provide employees with training on job safety and health.
 - Provide employees with information on job safety and health.
 - Provide employees with access to safety and health records.
 - Provide employees with access to safety and health records.



Contact OSHA, We can help.

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



NOTICE

The Texas Whistleblower Act: 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.



Notice to Employees: This notice is provided to inform you of your rights under the Texas Whistleblower Act. It includes information about the requirements for reporting violations of law, the process for filing a claim, and the benefits available to employees.

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Texas Labor Laws

Joan M. McCrea



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

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 in Texas** Joan M. McCrea,1974 Labor Laws and Their Administration International Association of Governmental Labor Officials,United States. Bureau of Labor Standards,1961 **The Laws of Texas 1822-1897** Texas,1898 **The Laws of Texas, 1822-1909** ,1898 *Laws of Texas Relating to Labor* Texas. Bureau of Labor Statistics,1959 **Labor Laws and Their Administration** International Association of Governmental Labor Officials. Convention,1959 Labor Laws in Texas Joan McCrea,1974

The Enigmatic Realm of **Texas Labor Laws**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Texas Labor Laws** a literary masterpiece penned by way of a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of people who partake in its reading experience.

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