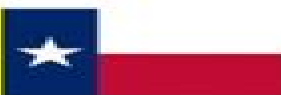




TEXAS 2021



EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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. Some employees are exempt from the federal minimum wage. For more information, visit www.dhs.gov/minimum-wage.

Child Labor: The federal child labor law restricts the hours and types of work that minors can perform. For more information, visit www.dhs.gov/child-labor.

Record Keeping: Employers must keep accurate records of hours worked and wages paid. For more information, visit www.dhs.gov/record-keeping.

Employer's Responsibility: Employers must pay employees at least the federal minimum wage and follow the federal child labor law. For more information, visit www.dhs.gov/employer-responsibility.

U.S. Department of Labor | Bureau of Labor Statistics

YOUR RIGHTS UNDER OSHA

OSHA's Mission: OSHA is responsible for ensuring that working conditions in the United States are safe and healthy. OSHA enforces the Occupational Safety and Health Act (OSHA Act) and the Occupational Safety and Health Administration (OSHA) regulations. OSHA also provides training, consultation, and enforcement services to employers and employees.

Employer's Responsibility: Employers must provide a safe and healthy workplace for their employees. Employers must comply with OSHA standards and regulations. Employers must also provide training and information to their employees about workplace safety and health.

Employee's Rights: Employees have the right to a safe and healthy workplace. Employees have the right to know about workplace hazards and to participate in workplace safety and health programs. Employees also have the right to file a complaint with OSHA if they believe their workplace is unsafe or unhealthy.

NO SMOKING

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

FMLA: The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of unpaid leave per year for certain family and medical reasons. FMLA leave is job-protected, meaning that employees who take FMLA leave are guaranteed to return to their same or an equivalent job.

Eligibility: Employees are eligible for FMLA leave if they have worked for their employer for at least one year and have worked at least 1,250 hours during the 12-month period preceding the leave.

Qualifying Reasons: FMLA leave is available for the following reasons: the birth, adoption, or placement of a child; the care of a child, spouse, or parent with a serious health condition; the employee's own serious health condition; or the death of a spouse, child, or parent.

Notice: Employees must provide their employer with advance notice of their FMLA leave. The notice must be given as soon as possible, but no later than 30 days before the leave begins.

1-866-4-USWAGE
www.dol.gov/whd | **WHD**

NOTICE TO EMPLOYEES

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Equal Employment Opportunity is THE LAW

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

Employment Discrimination: Employment discrimination is the unfair treatment of an employee or job applicant on the basis of race, color, religion, sex, national origin, or age. Employment discrimination can occur in many ways, including hiring, firing, promotion, and pay.

Prohibited Bases: The following are the bases of employment discrimination: race, color, religion, sex, national origin, and age.

Employer's Responsibility: Employers must not discriminate against employees on the basis of race, color, religion, sex, national origin, or age. Employers must also provide a fair and equitable workplace for all employees.

Employee's Rights: Employees have the right to be free from employment discrimination. Employees have the right to file a complaint with the EEOC if they believe they have been discriminated against.

Employment Discrimination: Prohibited Bases on Substantive Grounds

Prohibited Bases: The following are the bases of employment discrimination: race, color, religion, sex, national origin, and age.

Employer's Responsibility: Employers must not discriminate against employees on the basis of race, color, religion, sex, national origin, or age. Employers must also provide a fair and equitable workplace for all employees.

Employee's Rights: Employees have the right to be free from employment discrimination. Employees have the right to file a complaint with the EEOC if they believe they have been discriminated against.

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 on the job. Workers' compensation is a requirement of the Texas Workers' Compensation Act.

Employer's Responsibility: Employers must provide workers' compensation benefits to their employees. Employers must also provide information to their employees about workers' compensation.

Employee's Rights: Employees have the right to receive workers' compensation benefits if they are injured or become disabled on the job. Employees have the right to file a claim with the Texas Department of Insurance, Division of Workers' Compensation.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

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Employer's Responsibility: Employers must provide workers' compensation benefits to their employees. Employers must also provide information to their employees about workers' compensation.

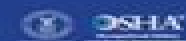
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Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Know about workplace hazards and the steps that can be taken to prevent accidents and injuries.
- Receive information and training to help prevent accidents and injuries.
- Participate in workplace safety and health programs.
- Receive training and information to help prevent accidents and injuries.
- Receive training and information to help prevent accidents and injuries.
- Receive training and information to help prevent accidents and injuries.
- Receive training and information to help prevent accidents and injuries.

Employers must:

- Provide a safe workplace.
- Identify workplace hazards and take steps to prevent accidents and injuries.
- Develop and implement workplace safety and health programs.
- Provide training and information to help prevent accidents and injuries.
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OSHA's mission is to ensure that working conditions in the United States are safe and healthy. OSHA enforces the Occupational Safety and Health Act (OSHA Act) and the Occupational Safety and Health Administration (OSHA) regulations. OSHA also provides training, consultation, and enforcement services to employers and employees.



Contact OSHA. We can help.

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



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.



THE TEXAS WHISTLEBLOWER ACT

Whistleblower: A whistleblower is a public employee who makes a good faith report of a violation of law by their employer to an appropriate law enforcement authority.

Employer: An employer is a public entity, including a state agency, local government, or political subdivision.

Report: A report is a communication that provides information about a violation of law by a public employee.

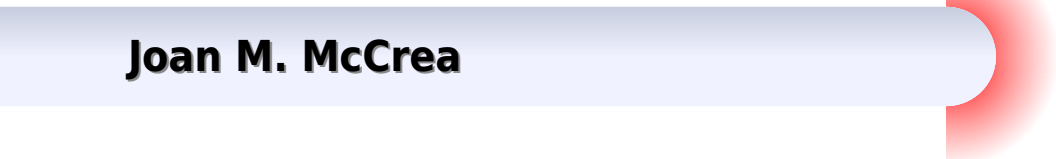
ATTENTION EMPLOYERS

Employer's Responsibility: Employers must not suspend or terminate the employment of, or take other adverse personnel action against, a public employee who makes a report under the Act.

Employer's Rights: Employers have the right to investigate a report and to take appropriate action if the report is found to be false or if the employee is not a public employee.

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 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 **Maslanka's Texas Field Guide to Employment Law: FLSA, FMLA, ADA, Texas Labor Code** Michael P. Maslanka, 2021-02-28 *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 **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 **Texas Labor Laws** Joan M. McCrea, 1971-01-01

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