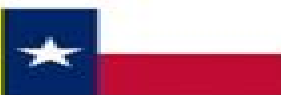




TEXAS 2021



EMPLOYEE RIGHTS

FEDERAL MINIMUM WAGE
\$7.25

Minimum Wage: The federal minimum wage is \$7.25 per hour. Some states and localities have higher minimum wages. Employers must pay at least the federal minimum wage, unless a state or local law requires a higher minimum wage.

Child Labor: Federal law restricts 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 the unemployment insurance system. This system provides benefits to workers who lose their jobs through no fault of their own.

Workers' Compensation: Federal law requires employers to provide workers' compensation benefits to employees who are injured or become ill as a result of their work.



Equal Employment Opportunity in THE LAW

Prohibits Employment, Hiring and Labor Discrimination, Retaliation, Harassment, Unlawful Termination, and Other Employment Practices

Equal Employment Opportunity Commission (EEOC)

The EEOC is the federal agency responsible for enforcing laws that prohibit employment discrimination. These laws include Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, and the Americans with Disabilities Act of 1990.

Prohibited Practices: Employers are prohibited from discriminating against employees on the basis of race, color, sex, religion, national origin, age, and disability. This includes hiring, firing, promotion, and other employment practices.

Retaliation: Employers are prohibited from retaliating against employees who have filed a complaint with the EEOC or who have participated in an EEOC investigation.

Harassment: Employers are prohibited from allowing a hostile work environment to exist. Harassment includes unwelcome conduct based on race, color, sex, religion, national origin, age, and disability.

Employment Testing Practices Prohibited on Substantive Grounds

Employment Testing Practices: Employers are prohibited from using employment tests that are based on race, color, sex, religion, national origin, age, and disability. This includes tests that are used to determine whether an employee is qualified for a job.

Substantive Grounds: The EEOC has found that certain employment tests are discriminatory on substantive grounds. These tests include tests that are based on race, color, sex, religion, national origin, age, and disability.

Prohibited Tests: The EEOC has found that the following tests are discriminatory on substantive grounds:

- Tests that are based on race, color, sex, religion, national origin, age, and disability.
- Tests that are based on a person's physical characteristics, such as height, weight, and appearance.
- Tests that are based on a person's personality, such as intelligence, creativity, and social skills.

Provisions on Retaliation Regarding Federal Financial Institutions

Retaliation: Employers are prohibited from retaliating against employees who have filed a complaint with the EEOC or who have participated in an EEOC investigation. This includes firing, demotion, and other adverse employment actions.

Provisions on Retaliation: The EEOC has found that certain provisions of the Fair Labor Standards Act (FLSA) are discriminatory on the basis of race, color, sex, religion, national origin, age, and disability. These provisions include the minimum wage, overtime pay, and child labor provisions.



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 safety plan or safety program, without being discriminated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an 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 OSHA or your union.
- Request a written report from OSHA on the results of an OSHA inspection and to have a copy of the report.
- If an employer with OSHA within 20 days of the date on the report if you have been discriminated against for using your rights.
- See any OSHA violations issued to your workplace.
- Request copies of your medical records, health and insurance records in the workplace, and OSHA records and documents.

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1-800-321-OSHA (6742) • TTY 1-877-688-6827 • www.osha.gov



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 or adoption of a child, the care of a family member with a serious health condition, and the employee's own serious health condition.

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

Notice: Employees must provide notice to their employer at least 30 days before the start of their leave. If the leave is for a family member's serious health condition, the employee must provide notice as soon as practicable.

Interference: Employers are prohibited from interfering with an employee's exercise of their FMLA rights. This includes firing, demotion, and other adverse employment actions.

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

Division of Workers' Compensation

Workers' Compensation: Workers' compensation is a system of benefits that provides financial support to workers who are injured or become ill as a result of their work. It covers medical expenses, lost wages, and disability benefits.

Eligibility: Employees are eligible for workers' compensation if they are employed by a Texas employer who is required to carry workers' compensation insurance.

Notice: Employees must provide notice to their employer as soon as practicable after the injury or illness. This notice should include information about the injury or illness and the employee's medical condition.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Coverage: Employers are required to provide coverage for workers' compensation to their employees. This coverage is provided through a workers' compensation insurance policy.

Notice: Employees must provide notice to their employer as soon as practicable after the injury or illness. This notice should include information about the injury or illness and the employee's medical condition.

Benefits: Employees who are injured or become ill as a result of their work are eligible for workers' compensation benefits. These benefits include medical expenses, lost wages, and disability benefits.

Employee Assistance: The Division provides free information about workers' compensation to employees. Employees can call the Division at 1-800-368-6827 for more information.

Safety Violations: The Division has found that certain safety violations are discriminatory on the basis of race, color, sex, religion, national origin, age, and disability. These violations include the use of safety equipment, safety training, and safety procedures.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Coverage: Employers are required to provide coverage for workers' compensation to their employees. This coverage is provided through a workers' compensation insurance policy.

Notice: Employees must provide notice to their employer as soon as practicable after the injury or illness. This notice should include information about the injury or illness and the employee's medical condition.

Benefits: Employees who are injured or become ill as a result of their work are eligible for workers' compensation benefits. These benefits include medical expenses, lost wages, and disability benefits.



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.



ATTENTION EMPLOYEES

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: Employees must provide notice to their employer as soon as practicable after the injury or illness. This notice should include information about the injury or illness and the employee's medical condition.

Texas Labor Laws

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