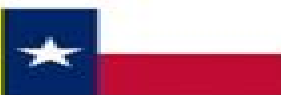




TEXAS 2021



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 sets a higher minimum wage, employers must pay the higher rate.

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: Most states have unemployment insurance programs. These programs provide temporary financial assistance to workers who lose their jobs through no fault of their own.

Workers' Compensation: Most states have workers' compensation laws. These laws provide benefits to workers who are injured or become ill as a result of their job.

Family and Medical Leave Act (FMLA): The FMLA allows eligible employees to take unpaid, job-protected leave for certain family and medical reasons. During the leave, the employee's job must be held open for them.

Equal Employment Opportunity Act (EEOA): The EEOA prohibits employers from discriminating against employees on the basis of race, color, sex, religion, national origin, age, or disability.



YOUR RIGHTS UNDER OSHA

OSHA's Mission: The Occupational Safety and Health Administration (OSHA) is responsible for ensuring that working conditions in the United States are safe and healthy.

OSHA's Authority: OSHA has the authority to inspect workplaces, investigate complaints, and issue citations for violations of the OSHA standards.

OSHA's Standards: OSHA has established standards for a wide range of workplace hazards, including safety, health, and environmental hazards.

OSHA's Enforcement: OSHA can issue citations and fines for employers who violate OSHA standards. OSHA can also require employers to take corrective action to fix the violations.

OSHA's Training: OSHA provides training and education to employers and workers on workplace safety and health issues.

OSHA's Outreach: OSHA works with state, local, and tribal governments to improve workplace safety and health.



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Who is Covered? The FMLA applies to employers with 50 or more employees who work at the same location. Employees who have worked for the employer for at least 12 months are also covered.

What are the Rights? Covered employees have the right to take up to 12 weeks of unpaid, job-protected leave per year for certain family and medical reasons. During the leave, the employee's job must be held open for them.

What are the Reasons? The FMLA covers leave for the following reasons:

- Birth and care of a newborn child
- Birth and care of a child placed with the employee for adoption or foster care
- Care of a spouse, child, or parent with a serious health condition
- Care of the employee's spouse, child, or parent who is on a leave of absence under a long-term care contract
- Care of the employee's spouse, child, or parent who is a victim of domestic violence, sexual assault, or other form of violence
- The employee's own serious health condition

What are the Requirements? Employees must provide advance notice of their leave to their employer and provide medical certification from a health care provider.

What are the Penalties? Employers who violate the FMLA may be liable for damages, including back pay and benefits.

NOTICE TO EMPLOYEES

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OSHA's Outreach: OSHA works with state, local, and tribal governments to improve workplace safety and health.

Equal Employment Opportunity is THE LAW

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

Who is Covered? The EEOA applies to employers with 15 or more employees. Employees who have worked for the employer for at least 12 months are also covered.

What are the Rights? Covered employees have the right to be treated equally in the workplace. Employers cannot discriminate against employees on the basis of race, color, sex, religion, national origin, age, or disability.

What are the Penalties? Employers who violate the EEOA may be liable for damages, including back pay and benefits.

Employment Testing Practices Prohibited on Substantive Grounds

Who is Covered? The EEOA applies to employers with 15 or more employees. Employees who have worked for the employer for at least 12 months are also covered.

What are the Rights? Covered employees have the right to be treated equally in the workplace. Employers cannot discriminate against employees on the basis of race, color, sex, religion, national origin, age, or disability.

What are the Penalties? Employers who violate the EEOA may be liable for damages, including back pay and benefits.

Programs to Assist in Recruiting Federal Financial Institutions

Who is Covered? The EEOA applies to employers with 15 or more employees. Employees who have worked for the employer for at least 12 months are also covered.

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What are the Penalties? Employers who violate the EEOA may be liable for damages, including back pay and benefits.

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

Who is Covered? The Workers' Compensation Act applies to most employers in Texas. Employees who are injured or become ill as a result of their job are covered.

What are the Rights? Covered employees have the right to receive medical benefits and wage replacement benefits if they are injured or become ill as a result of their job.

What are the Penalties? Employers who violate the Workers' Compensation Act may be liable for damages, including back pay and benefits.

NOTICE TO EMPLOYEES CONCERNING SAFETY VIOLATIONS

Who is Covered? The OSHA standards apply to most employers in Texas. Employees who are injured or become ill as a result of their job are covered.

What are the Rights? Covered employees have the right to a safe and healthy workplace. Employees have the right to file a complaint with OSHA if they believe there is a safety hazard in the workplace.

What are the Penalties? Employers who violate the OSHA standards may be liable for damages, including back pay and benefits.



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 hazards, 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 inspection.
 - Receive training on proper use of equipment and machinery in your workplace. OSHA requires employers to provide training to all workers in a workplace who are using equipment or machinery.
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 - Receive training on proper use of equipment and machinery in your workplace. OSHA requires employers to provide training to all workers in a workplace who are using equipment or machinery.

- Employers must:**
- Provide a safe workplace. Employers must keep their workplace free from recognized hazards that are likely to cause death or serious physical injury to any employee.
 - Develop and implement a written safety and health program. Employers must have a written safety and health program that meets the requirements of OSHA's standards.
 - Provide training to all workers in a workplace who are using equipment or machinery. Employers must provide training to all workers in a workplace who are using equipment or machinery.
 - Provide information and training on job safety hazards. Employers must provide information and training on job safety hazards to all workers in a 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 inspection.
 - Receive training on proper use of equipment and machinery in your workplace. OSHA requires employers to provide training to all workers in a workplace who are using equipment or machinery.
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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.



Texas Whistleblower Commission

Who is Covered? The Texas Whistleblower Act applies to public employees. Employees who are employed by a state agency, local government, or other public entity are covered.

What are the Rights? Covered employees have the right to make a good faith report of a violation of law by their employer to an appropriate law enforcement authority. Employees have the right to file a complaint with the Texas Whistleblower Commission if they believe they have been suspended or terminated for making a report under the Act.

What are the Penalties? Employers who violate the Texas Whistleblower Act may be liable for damages, including back pay and benefits.

ATTENTION EMPLOYERS

Who is Covered? The Texas Whistleblower Act applies to public employees. Employees who are employed by a state agency, local government, or other public entity are covered.

What are the Rights? Covered employees have the right to make a good faith report of a violation of law by their employer to an appropriate law enforcement authority. Employees have the right to file a complaint with the Texas Whistleblower Commission if they believe they have been suspended or terminated for making a report under the Act.

What are the Penalties? Employers who violate the Texas Whistleblower Act may be liable for damages, including back pay and benefits.

Texas Labor Laws

ML Morrison



Texas Labor Laws:

The book delves into Texas Labor Laws. Texas Labor Laws is a crucial topic that needs to be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Texas Labor Laws, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:

- Chapter 1: Introduction to Texas Labor Laws
- Chapter 2: Essential Elements of Texas Labor Laws
- Chapter 3: Texas Labor Laws in Everyday Life
- Chapter 4: Texas Labor Laws in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Texas Labor Laws. The first chapter will explore what Texas Labor Laws is, why Texas Labor Laws is vital, and how to effectively learn about Texas Labor Laws.
3. In chapter 2, the author will delve into the foundational concepts of Texas Labor Laws. This chapter will elucidate the essential principles that must be understood to grasp Texas Labor Laws in its entirety.
4. In chapter 3, this book will examine the practical applications of Texas Labor Laws in daily life. This chapter will showcase real-world examples of how Texas Labor Laws can be effectively utilized in everyday scenarios.
5. In chapter 4, the author will scrutinize the relevance of Texas Labor Laws in specific contexts. The fourth chapter will explore how Texas Labor Laws is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, this book will draw a conclusion about Texas Labor Laws. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Texas Labor Laws.

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Table of Contents Texas Labor Laws

1. Understanding the eBook Texas Labor Laws

- The Rise of Digital Reading Texas Labor Laws
- Advantages of eBooks Over Traditional Books
- 2. Identifying Texas Labor Laws
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Texas Labor Laws
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Texas Labor Laws
 - Personalized Recommendations
 - Texas Labor Laws User Reviews and Ratings
 - Texas Labor Laws and Bestseller Lists
- 5. Accessing Texas Labor Laws Free and Paid eBooks
 - Texas Labor Laws Public Domain eBooks
 - Texas Labor Laws eBook Subscription Services
 - Texas Labor Laws Budget-Friendly Options
- 6. Navigating Texas Labor Laws eBook Formats
 - ePub, PDF, MOBI, and More
 - Texas Labor Laws Compatibility with Devices
 - Texas Labor Laws Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Texas Labor Laws
 - Highlighting and Note-Taking Texas Labor Laws
 - Interactive Elements Texas Labor Laws
- 8. Staying Engaged with Texas Labor Laws
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Texas Labor Laws

9. Balancing eBooks and Physical Books Texas Labor Laws
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Texas Labor Laws
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Texas Labor Laws
 - Setting Reading Goals Texas Labor Laws
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Texas Labor Laws
 - Fact-Checking eBook Content of Texas Labor Laws
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Texas Labor Laws Introduction

Texas Labor Laws Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Texas Labor Laws Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Texas Labor Laws : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Texas Labor Laws : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Texas Labor Laws Offers a diverse range of free eBooks across various genres. Texas Labor Laws Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Texas Labor Laws Provides a large selection of free eBooks in different genres, which are available

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standards and learning disability

Texas Labor Laws :

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