

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

TX Minimum Wage Law Overview TWC provides information to employers and employees about their respective rights, duties and remedies under the Texas Minimum Wage Act.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

FED EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

NOTICE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

TX Child Labor Laws Texas Workforce Commission Labor Law Section, Child Labor Enforcement U.S. Department of Labor Wage and Hour Division For further information about Texas' child labor laws, call: 1-800-832-9243 (in Texas only)

TX Workforce Commission Attention Employees Your employer reports your wages to the Texas Workforce Commission. If you become unemployed or your work hours are reduced, you may be eligible for unemployment benefit payments.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

TX Child Labor Laws (continued) (5) occupations involved in transporting persons or property by rail, highway, air, water, pipeline, or other means, (6) youth peddling, sign waving, or door-to-door sales, (7) poultry catching or cooping, (8) lifeguarding at a natural environment such as a lake, river, ocean beach, quarry, pond (youth must be at least 15 years of age and properly certified to be a lifeguard at a traditional swimming pool or water amusement park), (9) public messenger jobs, (10) communications and public utilities jobs, (11) construction including demolition and repair, (12) work performed in or about boiler or engine rooms or in connection with the maintenance or repair of the establishment, machines, or equipment, (13) outside window washing that involves working from window sills, and all work requiring the use of ladders, scaffolds or their substitutes, (14) cooking, except with gas or electric grills that do not involve cooking over an open flame and with deep fat fryers that utilize devices that automatically lower and raise the baskets from the hot grease or oil, (15) baking and all activities involved in baking, (16) occupations which involve operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers, (17) freezers or meat coolers work, except minors may occasionally enter a freezer for a short period of time to retrieve items, (18) meat processing and work in areas where meat is processed, (19) loading and unloading goods to and from trucks, railroad cars or conveyors, and (20) all occupations in warehouses and storage except office and clerical work.

TX NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS COVERAGE: (Name of employer) does not have workers' compensation insurance coverage. As an employee of a non-covered employer, you are not eligible to receive workers' compensation benefits under the Texas Workers' Compensation Act.

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

TX Child Labor Laws (continued) (continued) (1) in or about plants or establishments other than retail establishments which manufacture or store explosives or articles containing explosive components other than retail establishments, (2) involving the driving of motor vehicles and outside helpers, A. on any public road or highway, B. in or about any place where logging or sawmill operations are in progress, or C. in excavations. (Under certain conditions, driving a motor vehicle for a commercial purpose is NOT considered a hazardous occupation under state or federal law, (3) connected with coal mining, (4) in logging and sawmill occupations and occupations involving firefighting and timber tracts, (5) \* in operating or assisting to operate power-driven woodworking machines, (6) involving exposure to radioactive substances and to ionizing radiations, (7) in operating or assist to operate power-driven hoisting apparatus such as elevators, cranes, derricks, hoists, high-lift trucks, (8) \* in operating or assisting to operate power-driven metal forming, punching, and shearing machines, (9) in connection with mining, other than coal, (10) \* in operating or assisting to operate power-driven meat processing machines, and occupations including slaughtering, meat packing, processing, or rendering, (11) in operating or assisting to operate power-driven bakery machines, (12) \* involved in the operation of power-driven paper-products machines, balers and compactors, (13) in manufacturing brick, tile, and kindred products, (14) \* in operating or assisting to operate power-driven circular saws, bandsaws and ballotine shears, abrasive cutting discs, reciprocating saws, chain saws and wood chippers, (15) in wrecking, demolition, and ship-breaking operations, (16) \* in roofing operations and on or about a roof, and (17) \* in connection with excavation operations. Additional prohibited occupations that apply under state law: (1) Occupations involved in sales and soliciting by a child under 18 years of age. Consult 51.0145 Texas Labor Code for exceptions and requirements. (2) Occupations in sexually oriented businesses by a child under 18 years of age. Additional prohibited occupations that apply only to 14- and 15-year-old children: Occupations declared particularly hazardous or detrimental to the health or well-being of 14- and 15-year-old children include: (1) mining, manufacturing, or processing occupations, including duties in workrooms or places where goods are manufactured, mined, or otherwise processed, (2) operating or assisting in operating power-driven machinery or hoisting apparatus other than typical office machines, (3) work as a ride attendant or ride operator at an amusement park or a "dispatcher" at the driver of elevated water slides, (4) driving a motor vehicle or helping a driver,

TX EQUAL EMPLOYMENT OPPORTUNITY IS ... IGUALDAD DE OPORTUNIDADES EN EL EMPLEO ES ... The Law in Texas La Ley en Texas The law prohibits employers, employment agencies and labor unions from denying equal employment opportunities in hiring, promotion, discharge, pay, fringe benefits, membership, training and other aspects of employment because of race, color, national origin, religion, sex, age, or disability. Sexual harassment of unpaid interns is also against the law.

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye. Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in the workplace. Post OSHA citations at or near the place of the alleged violations. On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

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