

2023 ★ TEXAS & FEDERAL EMPLOYMENT REGULATIONS ★ 2023

TX WHISTLEBLOWER ACT *PUBLIC

The Texas Whistleblower Act protects public employees who make good faith reports of violations of law by their employer...

FEDERAL PREGNANT WORKERS FAIRNESS ACT (PWFA)

WHAT IS PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide reasonable accommodations...

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Being able to sit or drink water
Receiving closer parking
Having flexible hours
Receiving appropriately sized uniforms and safety apparel

TEXAS COMMISSION ON HUMAN RIGHTS

EQUAL EMPLOYMENT OPPORTUNITY is... The LAW in TEXAS
The law prohibits employers, employment agencies and labor unions from denying equal employment opportunities in

- hiring
promotion
discharge
pay
fringe benefits
membership
training
other aspects of employment

FAMILY MEDICAL LEAVE ACT
Your Employee Rights Under the Family and Medical Leave Act

What is FMLA? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons...

FEDERAL MINIMUM WAGE EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009
STATE AND LOCAL GOVERNMENT EMPLOYEES

JOB SERVICE COMPLAINT SYSTEM (PUBLIC EMPLOYERS)

UNITED STATES DEPARTMENT OF LABOR Employment & Training Administration ONE-STOP CAREER CENTER
IF YOU HAVE A COMPLAINT ABOUT:
One-Stop Career Center
job you were referred to by a One-Stop Career Center

WORKERS' COMPENSATION

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS
Notice 6
COVERAGE: [Name of employer] Arlington Independent School District has workers' compensation insurance coverage from [name of commercial insurance company] TASB Risk Management Fund

OSHA

OSHA Occupational Safety and Health
All workers have the right to:
A safe workplace
Raise a safety or health concern with your employer or OSHA

FEDERAL OSHA ACT

Job Safety and Health IT'S THE LAW!
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...

USERRA

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...

HARASSMENT

HARASSMENT WILL NOT BE TOLERATED
Prohibited harassment of an employee is defined as physical, verbal, or nonverbal conduct based on an employee's race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law...

FEDERAL KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

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...

HAZARDOUS COMMUNICATION (PUBLIC EMPLOYERS)

HAZARDOUS COMMUNICATION (PUBLIC EMPLOYERS) NOTICE TO EMPLOYEES
The Texas Hazard Communication Act, codified as Chapter 502 of the Texas Health and Safety Code, requires public employers to provide employees with specific information on the hazards of chemicals to which employees may be exposed in the workplace...

OMBUDSMAN PROGRAM

NOTICE TO EMPLOYEES CONCERNING ASSISTANCE AVAILABLE IN THE WORKERS' COMPENSATION SYSTEM FROM THE OFFICE OF INJURED EMPLOYEE COUNSEL
Have you been injured on the job? As an injured employee in Texas, you have the right to free assistance from the Office of Injured Employee Counsel (OIEC)...

HAZARDOUS CHEMICALS

HAZARDOUS CHEMICALS
Hazardous chemicals are any products or materials that present any physical or health hazards when used, unless they are exempted under the law...

EMPLOYEE EDUCATION PROGRAM

EMPLOYEE EDUCATION PROGRAM
Employers shall provide training to newly assigned employees before the employees work in a work area containing a hazardous chemical...

SAFETY DATA SHEETS

SAFETY DATA SHEETS
Employees who may be exposed to hazardous chemicals shall be informed of the exposure by the employer and shall have ready access to the most current Safety Data Sheets (SDS) or Material Safety Data Sheets (MSDS)...

OMBUDSMAN PROGRAM

What Is An Ombudsman? An Ombudsman is an employee of OIEC who can assist you if you have a dispute with your employer's insurance carrier. An Ombudsman's assistance is free of charge. Each Ombudsman has completed a comprehensive training program designed specifically to assist you with your dispute...

PAID DAY NOTICE

PAID DAY NOTICE
Texas Workforce Commission - ATTENTION EMPLOYEES
Scheduled payments: *You must indicate date or dates of the month for employees paid monthly or semi-monthly, and day of the week for employees paid weekly or on other times.

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EMPLOYEE RIGHTS

EMPLOYEE RIGHTS
Employees may not be discharged or discriminated against in any manner for the exercise of any rights provided by this Act...

ALL IN ONE

ALL IN ONE POSTER COMPANY, INC.
1-800-273-0307
www.allinoneposters.com
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...

EMERGENCY PHONE NUMBERS

EMERGENCY PHONE NUMBERS
Physicians: (Please Give Exact address of This Worksite Location)
Hospitals:
Ambulances: 911 or
Fire Department: 911 or
Police: 911 or

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