

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 An individual has two years from the date wages were due to file a lawsuit to recover the unpaid wages plus an additional equal amount as liquidated damages.

FED Your Employee Rights Under the Family and Medical Leave Act What is FMLA leave? 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.

FED What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off; Harassment (including unwelcome verbal or physical conduct); Hiring or promotion; Assignment; Pay (unequal wages or compensation); Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition.

TX Child Labor Laws Texas Workforce Commission Wage and Hour Department, Child Labor Enforcement U.S. Department of Labor Wage and Hour Division

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 benefits.

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.

TX 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).

TX NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS COVERAGE: [Name of employer] has workers' compensation insurance coverage from [name of commercial insurance company] in the event of work-related injury or occupational disease.

TX Reporting Workplace Violence Reportando La Violencia en el Trabajo Employees can report instances of workplace violence or suspicious activity by contacting the Department of Public Safety (DPS) through the WatchTexas Community Reporting System.

TX OIEC 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.

TX EQUAL EMPLOYMENT OPPORTUNITY IS ... IQUALIDAD 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, membership, discharge, other aspects of employment, pay, benefits.

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! All workers have the right to: A safe workplace; Receive information and training on job hazards; Participate (or have your representative participate) in an OSHA inspection.