Texas State Postings



CHILD LABOR LAWS





See-GLAS AGE (TIM DIA "A 25-25-25).

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The following are prohibited occupations for 14- through

- roking the driving of motor vehicles of outside helpers
 - on any public road or highway, in or about any place where logging or sawmill operations are in progress, or
- in logging and sawmill occupations and occupations involving firefighting and timber fracts.

- power-driven woodbronzing mounteemple interview or information substances and to incring radiations, (7) in operating or assist to operate power-driven halding apparatus such as elevaters, coares, demicks, heats, legh-90 haudes.
- * in operating or assisting to operate power-driven metal forming, purching, and shearing machines, in connection with mining, other than coat,
- (10) * in operating or assisting to operate power-driven meet processing machines, and occupations including strughtering, most packing, processing, or randoming.
- * involved in the operation of power-driven paper-products machines, balens and compact
- in menulacturing tirick, tile, and hindred products,
- (14) " in operating or assisting to operate power-three circular sows, bandsows and guillates shears, observe calling dates, reciprocating sows, their saws and wood-chapters,
- in wricking, demolition, and ship-brooking operations,
- (16) * is rooting operations and on or about a roof, and

Additional prohibited occupations that apply under state law:

- Occupations involved in sales and solicitation by a child under 18 years of age. Consult 51,0145 Report Labor Code for exceptions and requirements
- (2) Occupations in sexually oriented businesses by a child under 21 years

Additional prohibited occupations that apply only to 14- and

Decupations declared particularly hazardous or detrinental to the health or well-being of 14-and 15-year-old children include:

- operating or assisting in operating power-driven machinery or holisting apparatus other than typical office
- machines;
 (3) work as a ride attendent or ride operator at an answerrent park or a "dispatcher" at the top of olivated water sides.
- thiving a motor vehicle or helping a driver. accupations involved in transporting persons or property by rail, highway, sir, sofer, pipeline, or other moore.
- youth poddling, sign waving, or stoor-to-door sales,
- positry catching or cooping.
- Begunding at a natural environment such as a loke, mee, ocean beach, quarry, pone (youth must be at least 15 years of age and properly certified to be a lifegued in a traditional watereing pool or water areasement parts).
- (9) public messenger jobs. (10) communications and public utilities jobs.

- their midstlakes, (13) solding, coupel with gue or electric gifts that do not involve cooling gues or opport. Here was devided for the freeze bett devided for the freeze or of, (14) bashing and off and electric involved for bashing, seeting op, supporting, developing, supporting, supportin
- (17) meet processing and work in areas where meat is processed,
- (18) loading and unloading goods to and from trucks, railroad cars or consepors, and

Work times for 14- and 15-year-old children:

Consideror:

Stato Low — A person committe an efforce if that person permits a child 14 or 15 years of age who is employed by that person to work:

(1) nore than 8 hours in one day or more than 48 hours in one day or more than 48 hours in one week.

Federal Law — The FLSA further regulati hours of employment, 14 and 15 year old children may not work; (1) staring school hours;

- (2) more than eight hours on a non-school day or 40 hours during a non-school week. (3) more than three hours on a school day or 18 hours during a school week, and
- (4) between 7 p.m. and 7 a.m. during the actual year, or between 9 p.m. and 7 a.m. from June 1 and Labor Day.

Child actor definition - a child under the age of 14 who is to be employed as an actor or other

personner

Child actor actor definition — a child under the age of 14 who is employed as an earls without any speaking, singing, or denoting roles, usually in the background of the performance.

Every person applying for child actor authorization must estimat an application for authorization on a form provided by the Texas Worldonce Commission.

womerce committee.

Special authorization for child action to be employed as entries is granted without the need for files as application if the employer meets the focus Worldone Commission's requirements. Contact 1-007-032-9243 for institution.

101 E. 19th Street • Audin, Teas 78779-0001 • (512) 463-2222 Helay Texas: 000-735-2968 (T00) 800-735-2988 (Moo) www.teasawaristorce.org Equal Opportunity Employer / Services

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. This coverage is effective from

[effective date of workers' compensation insurance policy] Any injuries or occupational diseases which occur on or after that date will be handled by [name of commercial insurance company]

An employee or a person acting on the employee's behalf, must notify the employer of an injury or occupational disease not later than the 30th day after the date on which the injury occurs or the date the employee knew or should have known of an occupational disease, unless the Texas Department of Insurance, Division of Workers' Compensation (Division) determines that good cause existed for failure to provide timely notice. Your employer is required to provide you with coverage information, in writing, when you are hired or whenever the employer becomes, or ceases to be, covered by workers' compensation insurance

EMPLOYEE ASSISTANCE: The Division provides free information about how to file a workers' compensation claim. Division staff will answer any questions you may have about workers' compensation and process any requests for dispute resolution of a claim. You can obtain this assistance by contacting your local Division field office or by calling 1-800-252-7031. The Office of Injured Employee Counsel (OIEC) also provides free assistance to injured employees and will explain your rights and responsibilities under the Workers' Compensation Act. You can obtain OIEC's assistance by contacting an OIEC customer service representative in your local Division field office or by calling 1-866-EZE-OIEC (1-866-393-6432).

SAFETY VIOLATIONS HOTLINE: The Division has a 24 hour toll-free telephone number for reporting unsafe conditions in the workplace that may violate occupational health and safety laws. Employers are prohibited by law from suspending, terminating, or discriminating against any employee because he or she in good faith reports an alleged occupational health or safety violation. Contact the Division at 1-800-452-9595

TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION (0V/13)

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). OIEC is the state agency that assists unrepresented injured employees with their claim in the workers' compensation system.

You can contact OIEC by calling its toll-free telephone number: 1-866-393-6432.

More information about OIEC and its Ombudsman Program is available at the agency's website (www.oiec.texas.gov).

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.

An Ombudsman can help you identify and develop the disputed issues in your case and attempt to resolve them. If the issues cannot be resolved, the Ombudsman can help you request a dispute resolution proceeding at the Texas Department of Insurance, Division of Workers' Compensation.

Once a proceeding is scheduled an Ombudsman can:

- Help you prepare for the proceeding (Benefit Review Conference and/or Contested Case Hearing);
- . Attend the proceeding with you and communicate on your behalf; and
- Assist you with an appeal or a response to an insurance carrier's appeal,
 if necessary. oiec

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Texas Minimum Wage Law

TEXAS

- quires certain employees give their employees a fen earnings stellement that has certain informal but their pay.

Current Minimum Wage adopts the federal minimum wags rate. The federal urn wags is \$7.25 per hour. (Effective July 24.

versioners on a regime weight. With specified restrictions are explorers may count figs and the value of meets and lodging toward minimum weigh. An employer does not read to pay an employee who have on the bedieses permises for on-cell time in addition to assigned working hours.

The Law in Texas

Contact Us

TWC's Wage and Hour Dapt 800-832-9243 512-975-2670

Earnings Statement
Engloyee must give employees a written earnings statement
The statement must have enough details for an employee to
determine whether they were paid correctly thing the pay pe

La Ley en Texas

La clasa protegida por seso incluye acces emuni, esterotipos de género, discriminación por embassio, identidad de género y orientación sexual.



ATTENTION EMPLOYEES

SEMI-MONTHLY __ WEEKLY

OTHER

TEXAS WORKFORCE COMMISSION Wage and Hour Department 101 East 15th Street, Room 514 Austin, Texas 78778-0001 800-832-9243 TDD 800-735-2989 (Hearing Impaired) TO EMPLOYERS: The law requires that this notice or its equivalent be posted in consnicuous places at

Reporting Workplace Violence

Reportando La Violencia en el Trabajo

Employers / Employees

UNEMPLOYMENT INSURANCE Notice to Employers/Employees

SP-TX-E



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Compliance Date January 2024

