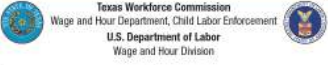


CHILD LABOR LAWS



For further information about Texas' child labor laws, call 800-432-6242 (TDD 800-735-2989)

This poster provides some guidelines to the Texas child labor laws, but it is not complete. Chapter 11, Texas Labor Code, governs the employment of children under Texas state law.

- (1) mining, manufacturing, or processing occupations, including duties in workrooms or places where goods are manufactured, reared, or otherwise processed.

Additional prohibited occupations for 14- through 17-year-old children:

Prohibited occupations are the same for both federal and state law. The hazardous occupations decreed by an order of the Texas Workforce Commission (TWC) are also prohibited for 14- through 17-year-olds.

- (1) in or about plants or establishments which manufacture or store explosives or articles containing explosives...
- (2) involving the driving of motor vehicles outside a vehicle...
- (3) in or about any place where logging or skid operations are in progress...
- (4) in logging and certain occupations and occupations involving fire-fighting and timber tracts...
- (5) in operating or assisting to operate power-driven woodworking machines...
- (6) involving operations to radioactive substances and to blasting materials...
- (7) in operating or assisting to operate power-driven hauling apparatus such as elevators, conveyers, chutes, belts, high-rise trolleys...
- (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 metal processing machines, and occupations including slagging, sand packing, processing, or conveying...
- (11) in operating or assisting to operate power-driven bakery machines...
- (12) "in involved in the operation of power-driven paper products machines, rollers and compactors...
- (13) in manufacturing brick, tile, and related products...
- (14) "in operating or assisting to operate power-driven saws, hand saws and gasoline chains, chainsaw cutting and wood-chippers...
- (15) in smelting, distilling, and ship-launching operations...
- (16) "in roofing operations as on or about a roof, and...
- (17) "in connection with recreation operations.

Additional prohibited occupations that apply under state law:
(1) Occupations involved in sales and solicitation by a child under 16 years of age.
(2) Occupations in sexually oriented businesses by a child under 21 years of age.

Penalties:
State of Texas — An offense under Chapter 11, Texas Labor Code, is a Class B misdemeanor, except for the offense of employing a child under 14 to sell or solicit, which is a Class A misdemeanor.

Federal — The FLSA prescribes a maximum administrative penalty of \$1,000 per violation and/or criminal prosecution and fines.

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.

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.

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.

TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION
Notice # (01/12)

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.

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

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 can help you identify and develop the disputed issues in your case and attempt to resolve them.

- 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.

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Texas Minimum Wage Law

This page gives information about employer and employee rights, duties, and remedies under the Texas Minimum Wage Law.

We have how years from the date wages were due to file a lawsuit to recover the unpaid wages plus an additional equal amount as liquidated damages.

Current Minimum Wage
Texas adds the federal minimum wage rate. The federal minimum wage is \$7.25 per hour (effective July 24, 2009).

Exemptions
This law does not apply to the Texas Minimum Wage Act for any person covered by the federal Fair Labor Standards Act (FLSA).

Wage Rate Complaints and Deadline
If you find you have been paid at a rate lower than the law requires you should file a complaint.

Agricultural Piece Rates
The Commission of Agriculture decides how much agricultural work is paid for either in harvesting and crops.

Wage Rate Complaints and Deadline (continued)
You file a wage claim with TWC. It must be filed no later than 180 days after the wages were due.

LAW
Texas Minimum Wage Act, Chapter 62 of the Texas Labor Code
Contact Us
TWC's Wage and Hour Dept
(800) 832-9243

LEGAL EMPLOYMENT OPPORTUNITY IS... The Law in Texas / La Ley en Texas

ATTENTION EMPLOYEES
The Texas Payroll Law, Title 2, Chapter 61, Texas Labor Code, requires Texas employers to pay their employees who are exempt from the overtime pay provisions of the Fair Labor Standards Act of 1938 at least once per month.

Reporting Workplace Violence
Employees can report instances of workplace violence or suspicious activity by contacting the Department of Public Safety (DPS) through the Workforce/Community Reporting System at www.wcrs.texas.gov

Reporting La Violencia en el Trabajo
Los empleados pueden denunciar casos de violencia en el trabajo o actividades sospechosas comunicando al Departamento de Seguridad Pública (DPS) a través del Sistema de Reportes Comunitarios Workforce/Community Reporting System.

Notice to Employers / Employees
Notice to Unemployment Insurance
TEXAS SP-TX-E