

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) TDD 1-800-735-2989. This poster provides some guidelines to the Texas child labor laws, but it is not complete...

- (4) driving a motor vehicle or helping a driver, (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) lifesaving 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 demolition, (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) freezing 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.

PAY-DAY NOTICE/UNEMPLOYMENT COMPENSATION Texas Workforce Commission ATTENTION EMPLOYEES Your employer reports your wages to the Texas Workforce Commission. If you became unemployed or your work hours were reduced, you may be eligible for unemployment benefits...

DISCRIMINATION 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 because of race, color, national origin, religion, sex, age or disability. Sexual harassment of unpaid interns is also against the law.

WORKERS' COMPENSATION NOTICE 5 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. However, a non-covered (non-subscribing) employer can and may provide other benefits to injured employees.

WORKERS' COMPENSATION NOTICE 6 AVISO A LOS EMPLEADOS SOBRE LA COMPENSACIÓN PARA TRABAJADORES EN TEXAS

COBERTURA: [Name of employer] no cuenta con una cobertura de seguro de compensación para trabajadores. Como empleado de un empleador que no cuenta con una cobertura, usted no es elegible para recibir beneficios de compensación para trabajadores bajo la Ley de Compensación para Trabajadores de Texas.

WORKERS' COMPENSATION NOTICE 7 WORKERS' COMPENSATION NOTICE 7 NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

COVERAGE: Effective on [effective date of certificate] [name of employer] has been certified by the Texas Department of Insurance, Division of Workers' Compensation (Division) as a self-insured employer providing workers' compensation insurance in the event of work-related injury or occupational disease.

WORKERS' COMPENSATION NOTICE 8 AVISO A LOS EMPLEADOS SOBRE LA COMPENSACIÓN PARA TRABAJADORES EN TEXAS

COBERTURA: A partir de [effective date of certificate] [name of employer] ha sido certificado por el Departamento de Seguros de Texas, División de Compensación para Trabajadores (Texas Department of Insurance, Division of Workers' Compensation - TDI-DWC, por su nombre y siglas en inglés) (División) como empleador auto asegurado (self-insured employer, por su nombre en inglés), para proporcionar un seguro de compensación para trabajadores para protegerle en caso de una lesión o enfermedad ocupacional relacionada con el trabajo.

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

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 a workers' compensation adjuster's license and has completed a comprehensive training program designed specifically to assist you with your dispute.

CONNECT @OIEC @OIECTexas oiec.texas.gov

Figure 28 TAC §276.5(c) - April 2018

AVISO PARA LOS EMPLEADOS SOBRE LA ASISTENCIA DISPONIBLE EN EL SISTEMA DE COMPENSACIÓN PARA TRABAJADORES POR PARTE DE LA OFICINA DE ASesoría PÚBLICA PARA EL EMPLEADO LESIONADO

¿Se ha lesionado en el trabajo? Como empleado lesionado en Texas, usted tiene derecho a recibir asistencia gratuita por parte de la Oficina de Asesoría Pública para el Empleado Lesionado (Office of Injured Employee Counsel - OIEC, por su nombre y siglas en inglés). OIEC es la agencia estatal que ayuda a los empleados que no cuentan con representación legal con sus reclamaciones en el sistema de compensación para trabajadores.

PROGRAMA DE OMBUDSMAN

¿QUÉ ES UN OMBUDSMAN? Un Ombudsman es un empleado de OIEC que puede asistirle si usted tiene una disputa con el asegurador de su empleador. La asistencia por parte de un Ombudsman es gratuita. Cada Ombudsman cuenta con una licencia de ajustador de compensación para trabajadores y ha completado un extenso programa de capacitación, el cual ha sido diseñado específicamente para asistirle a usted con su disputa.

CONNECT @OIEC @OIECTexas oiec.texas.gov

Figure 28 TAC §276.5(c) - Abril 2018

WORKERS' COMPENSATION NOTICE 6

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].

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.

Notice 6 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(1)

AVISO A LOS EMPLEADOS SOBRE LA COMPENSACIÓN PARA TRABAJADORES EN TEXAS

COBERTURA: [Name of the employer] tiene cobertura de seguros de compensación para trabajadores con [name of the commercial insurance company] para protegerle en caso de una lesión o enfermedad ocupacional relacionada con el trabajo.

ASISTENCIA AL EMPLEADO: La División proporciona información gratuita sobre cómo presentar una reclamación de compensación para trabajadores. El personal de la División contestará cualquier pregunta que usted pueda tener sobre la compensación para trabajadores.

LINEA DIRECTA PARA REPORTAR VIOLACIONES DE SEGURIDAD: La División cuenta con una línea gratuita telefónica que está en servicio las 24 horas del día para reportar condiciones inseguras en el área de trabajo que podrían violar las leyes ocupacionales de salud y seguridad.

Notice 6 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(1)

WORKERS' COMPENSATION NOTICE 10

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

COVERAGE: Effective on [effective date of certificate] [name of employer] provides workers' compensation insurance coverage as a member of a self-insurance group under Labor Code Chapter 407A in the event of work-related injury or occupational disease.

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.

Notice 10 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(3)

AVISO A LOS EMPLEADOS SOBRE LA COMPENSACIÓN PARA TRABAJADORES EN TEXAS

COBERTURA: A partir de [effective date of certificate] [name of employer] proporciona cobertura de seguro de compensación para trabajadores como miembro de un grupo auto asegurado bajo el Código Laboral Capítulo 407A para protegerle en caso de una lesión o enfermedad ocupacional relacionada con el trabajo.

ASISTENCIA AL EMPLEADO: La División proporciona información gratuita sobre cómo presentar una reclamación de compensación para trabajadores. El personal de la División contestará cualquier pregunta que usted pueda tener sobre la compensación para trabajadores.

LINEA DIRECTA PARA REPORTAR VIOLACIONES DE SEGURIDAD: La División cuenta con una línea gratuita telefónica que está en servicio las 24 horas del día para reportar condiciones inseguras en el área de trabajo que podrían violar las leyes ocupacionales de salud y seguridad.

Notice 10 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(3)