

Employment Law Posters

TML Legal Staff

Cities are required by federal and state law to post the following posters at the workplace:

Texas Unemployment Compensation Act Poster

This poster should be posted if your employees are entitled to file for state unemployment benefits. This poster is available for free from the Texas Workforce Commission by fax (512-936-3205) or telephone (512-463-2747).

Texas Workers' Compensation Posters

If you carry workers' compensation insurance, you will need this poster (Notice #6):

[Notice to Employees Concerning Workers' Compensation in Texas](#)

If you do not carry workers' compensation insurance, you will need this poster (Notice #5):

[Notice to Employees Concerning Workers' Compensation in Texas](#)

Texas Department of Insurance, Office of Injured Employee Counsel Poster

[The Employer's Notification of the Ombudsman Program to Employees](#)

Optional Texas Workforce Commission- Civil Rights Division Poster

[Equal Employment Opportunity is the Law in Texas](#)

Fair Labor Standards Act (FLSA) Poster

A number of federal workplace posters have been revised to reflect the new increase in minimum wage. The applicable revised posters are the [Fair Labor Standards Act \(FLSA\) Minimum Wage Poster](#) and the related poster for [State & Local Government Employees](#). The FLSA Minimum Wage poster is also available in [Chinese](#) and [Spanish](#). The poster describing [Employee Rights for Workers with Disabilities/Special Minimum Wage](#) has also been updated to reflect the minimum wage change. Revised posters are also available for free from the U.S. Department of Labor (DOL) at 1-888-972-7332.

Uniformed Services Employment and Reemployment Rights Act (USERRA) Poster

Each employer must provide notice of rights under the USERRA to its employees. The notice requirement may be satisfied with a poster or a policy that is distributed to each employee, which covers all the requirements of the poster as specified by the USERRA regulations. The [USERRA Poster](#) can be downloaded or obtained for free from the DOL.

Equal Employment Opportunity Act and the Americans with Disabilities Act of 1990 Poster

The Equal Employment Opportunity Commission (EEOC) requires an employer to post notices describing the Federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay and disability. The [Equal Employment Opportunity is Law](#) poster can be ordered from the EEOC. The poster is available in English, Arabic, Chinese and Spanish.

Family and Medical Leave Act (FMLA) Poster

All city employers are required to display the [new FMLA poster](#) in a conspicuous place where employees and applicants for employment can see it. A poster must be displayed at all locations even if the city does not have employees who are eligible for leave under the FMLA. When a city's workforce is comprised of a significant portion of employees who are not literate in English, the city must provide the notice in a language in which the employees are literate.