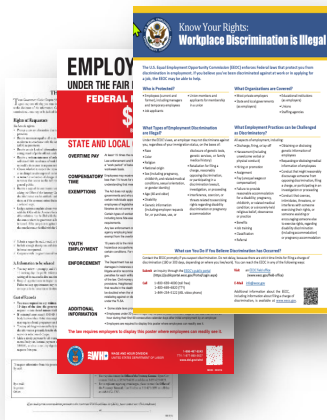




Required Employee Posters



Various state and federal laws require employers to post notice in the workplace. To ensure your entity is in compliance, use [FirstStep Poster Advisor](#) for federal posters and the Texas Workforce Commission's [poster page](#) for state posters. The following is a non-exhaustive list of required posters.

U.S. Department of Labor – Wage and Hour Division

The Fair Labor Standards Act (FLSA) and Family Medical Leave Act (FMLA) each require [posters](#). The FMLA poster is required even if the entity doesn't have FMLA-eligible employees and must be in a conspicuous place where employees and applicants for employment can see it, and it must be in other languages in certain circumstances.

The Texas Workforce Commission (TWC)

The TWC requires the posting of the Texas Unemployment Act and Equal Employment Opportunity is the Law in Texas posters, which are available [here](#). (Texas local governments aren't subject to the Texas Payday Law, so that poster isn't required.)

The Uniformed Services Employment and Reemployment Rights Act (USERRA)

The DOL requires a [USERRA poster](#) where employee notices are customarily placed. . Employers may provide the notice by posting it where employee notices are customarily placed.

Equal Employment Opportunity Commission

Every local government is required to post the [Equal Employment Opportunity is the Law poster](#) (a combined poster of the Equal Employment Opportunity Act and the Americans with Disabilities Act of 1990) prominently, where it can be readily seen by employees and applicants for employment, including those of different languages when appropriate.

Texas Department of State Health Services

The Hazard Communication Act requires [Notice to Employees posters](#) (in English and Spanish) that contain specific information on the hazards of chemicals to which employees may be exposed in the workplace.

Texas Department of Insurance – Division of Workers' Compensation (WC)

The Workers' Compensation Act requires employers to [notify employees that they have WC coverage](#) and how they can officially report safety violations, obtain assistance to file a WC claim, and seek assistance from the Division's Office of Injured Employee Counsel. The Pool has a modified version of the latter three posters (in English and Spanish) that apply to TMLIRP WC members in the [Member Portal](#).

In addition, employers must post notice of: (1) the [Employer's Notice of Ombudsman Program](#) in the human resources office, if you have one, and in a spot where each employee is likely to see it on a regular basis; (2) [Notice Regarding Certain Work-Related Communicable Diseases and Eligibility for Workers' Compensation Benefits](#) if you are an employer of emergency medical service employees, paramedics, fire fighters, law enforcement officers, or correctional officers; and (3) [Required Workers' Compensation Coverage](#) for building or construction projects.

Office of the Attorney General

The Texas Whistleblowers Act requires governmental employers to notify employees of their rights by placing a [poster](#) in a prominent location in the workplace.

The Public Information Act (PIA)

The PIA requires governmental employers to place a [poster](#) in one or more places in their governmental body's administrative offices explaining the rights of requestors, the responsibilities of governmental bodies, and procedures to obtain information.