

ATTENTION TEXAS EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Locate the “**Notice to Employees Concerning Workers’ Compensation**” on the enclosed Texas poster. Within this notice are 4 sections (Notices 6, 7, 10, and 5), each with a box in the upper left corner. One of these notices applies to every Texas employer:
 - Check the box for the coverage you currently provide (or do not provide) for your employees and fill in the appropriate information.
 - Then check the appropriate box in the corresponding Spanish notice on this poster titled “**Aviso a los Empleados Sobre la Compensacion para Trabajadores**”.
- Locate the **Texas Workforce Commission “Attention Employees”** notice on the enclosed Texas poster. Fill in the information about scheduled paydays for your company in the designated spaces.
- Employers in Texas must notify their employees of the federal Earned Income Tax Credit (EITC) no later than March 1st of each year. The Internal Revenue Service provides EITC materials.
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.
- The following industries are required to post **Human Trafficking notices**: Entities permitted or licensed under Chapter 25, 26, 28, 32, 69, or 71, Alcoholic Beverage Code, other than an entity holding a food and beverage certificate, Cosmetology facilities, Hospitals, Hotels, Massage establishments, Massage schools, Sexually oriented businesses, Transportation hubs, Parks and Wildlife departments, and Commercial lodging establishments. Go to our Free Specialty Posters page at the following address to download the Texas Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- If your state has a **No Smoking law**, covered employers must post required signs in their business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs, usually from the state Department of Health. These no smoking signs can be downloaded free of charge.
- Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company’s industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

***NOTE:** According to the Office of Injured Employee Counsel, the updated **Ombudsman Program** notice on your Texas state poster must be posted in the personnel office and in the workplace where each employee will regularly see the notice. Every employer participating in the Texas Workers’ Compensation system must post the **Ombudsman Program** notice in both English and Spanish and any other language that is common to the employer’s employees. You can order an additional Texas state poster from us or download the **Ombudsman Program** English & Spanish notices from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

