



HR Made Easy for Texas - The Employers Guide That Answers Every Labor and Employment Law in the State of Texas.

Mark Moran

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Employers in Texas are subject to numerous state and federal laws regulating nearly every area of labor and employee relations. This guide may be used to help develop policies and procedures that allow employers to avoid lawsuits or to make informed decisions so that when lawsuits do arise they will be in a stronger legal position from which to defend. Our hope is that by providing this guide we will give employers a useful reference to help them quickly answer some of the common, everyday employment questions that can and do arise.

Texas is a “right to work” state, which means that employment cannot be conditioned upon membership in a labor union. Workplaces in which all non-supervisory employees must pay union dues (even if they do not belong to the union) also violate the Texas “right to work” law. Further, if an employer enters into a contract to use only union or non-union labor, such a contract is null and void. This is true even if an employer’s home office, other operations, or some of the employee’s work duties are located or performed in other states that allow agency shops, so long as employees perform the duties of their employment primarily in Texas.

Texas does not have a comprehensive set of traditional labor laws. But employers not covered by federal law, such as small businesses, may be covered by Texas laws that afford workers the right to associate together, to form trade unions, and to organize, in general, to protect their rights at work. Texas workers have the right to attempt by lawful means to persuade others to join unions and to consent in writing to withholding of their salary for payment of union dues.

Employers have the right to participate in employer unions for the purpose of collectively bargaining with employees. The number and scope of laws regulating employment has grown steadily over the past several decades. While some areas of labor and employment law are governed exclusively by federal law, others are covered by state laws.

This book provides a basic overview of Texas employment laws. It is organized into six primary sections: 1). Introduction 2). The Employment Relationship; 3). Wages and hours; 4). Employment Discrimination; 5). Workplace Safety and 6). Contact Information.



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