



FREE RESOURCE — READYDOCS HR

Texas Labor Law Poster Reference Sheet

Every required federal and Texas workplace posting — who must display it, where to post it, the official free download link, and when to update it.

12 Required Postings	All Free Official Sources	2026 Edition
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HOW TO USE THIS SHEET

- 1 Download each poster free from the official government URL listed in the table.
- 2 Print in color on standard 8.5" x 11" paper. All posters are free from official sources.
- 3 Post conspicuously where all employees can see it — break room, hallway, or time clock.
- 4 Texas Payday Law poster: fill in your specific paydays before posting. Blank = non-compliant.
- 5 Re-check every January — TWC and DOL update posters periodically.

SECTION 1 — FEDERAL LAW

Federal Required Postings

POSTING / REQUIREMENT	WHO MUST POST	WHERE TO POST	WHEN TO UPDATE
FLSA: Minimum Wage / Employee Rights U.S. Dept. of Labor — Wage & Hour Division dol.gov/agencies/whd/posters	All private employers with employees	Conspicuous location accessible to all employees	When federal minimum wage changes (currently \$7.25/hr since 2009)
OSHA: Job Safety & Health U.S. Dept. of Labor — OSHA osha.gov/publications/poster	All private employers covered by OSHA	Conspicuous location where employees report	No set frequency — replace if damaged or outdated

POSTING / REQUIREMENT	WHO MUST POST	WHERE TO POST	WHEN TO UPDATE
FMLA: Employee Rights & Responsibilities U.S. Dept. of Labor — Wage & Hour Division dol.gov/agencies/whd/posters <i>■ Only required at 50+ employees — not required for smaller businesses</i>	Employers with 50+ employees within 75 miles	Conspicuous location where employees/applicants can see it	When FMLA regulations change
EEO: Know Your Rights U.S. Equal Employment Opportunity Commission eeoc.gov/poster <i>■ Required at 15+ employees — not required under 15 employees</i>	Employers with 15+ employees (ADA/Title VII/GINA)	Conspicuous workplace location; company website if applicable	When EEOC updates (last updated 2022)
EPPA: Employee Polygraph Protection Act U.S. Dept. of Labor — Wage & Hour Division dol.gov/agencies/whd/posters	Most private employers	Conspicuous location where employees/applicants can see it	When regulations change
USERRA: Uniformed Services Employment Rights U.S. Dept. of Labor dol.gov/agencies/vets/programs/userr/poster	All employers	Conspicuous location where employees/applicants can see it	When regulations change

SECTION 2 — TEXAS STATE LAW

Texas State Required Postings

POSTING / REQUIREMENT	WHO MUST POST	WHERE TO POST	WHEN TO UPDATE
Texas Payday Law Poster Texas Workforce Commission (TWC) twc.texas.gov/businesses/posters-workplace <i>★ Fill in your actual paydays before posting — a blank poster is non-compliant</i>	All Texas employers	Conspicuous location — fill in your specific paydays	Any time your pay schedule changes
Texas Unemployment Compensation Notice Texas Workforce Commission (TWC) twc.texas.gov/businesses/posters-workplace	All Texas employers subject to TUCA	Conspicuous location accessible to all employees	When TWC updates the form
Workers' Compensation Notice (Subscriber) Texas Dept. of Insurance — Div. of Workers' Compensation tdi.texas.gov/forms/form20employer.html <i>Post this OR the Non-Subscriber notice — not both</i>	Employers who carry Texas workers' comp insurance	Conspicuous location accessible to all employees	When coverage changes; re-post annually recommended

POSTING / REQUIREMENT	WHO MUST POST	WHERE TO POST	WHEN TO UPDATE
Workers' Comp Non-Subscriber Notice Texas Dept. of Insurance — Div. of Workers' Compensation tdi.texas.gov/wc/employer/index.html <i>■ Legally required for non-subscribers. Failure to post is a compliance violation.</i>	Texas employers who do NOT carry workers' comp	Conspicuous location accessible to all employees	If coverage status changes
Workplace Violence Policy Notice Texas Workforce Commission (TWC) twc.texas.gov/businesses/posters-workplace	All Texas employers	Conspicuous location accessible to all employees	When TWC updates
Child Labor Law Notice Texas Workforce Commission (TWC) twc.texas.gov/businesses/posters-workplace <i>■ Only required if you have or may hire employees under 18</i>	Any employer who employs minors under age 18	Conspicuous location accessible to employees and minors	When regulations change

QUICK REFERENCE — MOST COMMON GAPS

What Texas small business owners most often miss

- ! Texas Payday Law poster posted but paydays left blank**
 Fill in your actual paydays before posting. A blank poster is non-compliant.
- ! Workers' comp notice — wrong type posted**
 Subscriber and Non-Subscriber are different notices. Post the one matching your actual coverage status.
- ! EEO poster not updated to 2022 version**
 Download the current version at eeoc.gov/poster.
- ! FMLA poster posted when under 50 employees**
 FMLA is only required at 50+ employees. Document your count if under that threshold.
- ! Only posting in one location for multi-area workplaces**
 All posters must be visible to all employees wherever they regularly work.

ANNUAL JANUARY CHECKLIST

Do this every January to stay current

- Visit twc.texas.gov/businesses/posters-workplace — check for updated Texas posters
- Visit dol.gov/agencies/whd/posters — check for updated federal posters
- Verify your Texas Payday Law poster has your current paydays filled in
- Confirm your workers' comp notice matches your current coverage status
- If you hired anyone under 18, confirm Child Labor poster is posted
- If you crossed 15 employees, confirm EEO poster is now displayed
- If you crossed 50 employees within 75 miles, confirm FMLA poster is displayed
- Replace any posters that are faded, damaged, or no longer fully legible

Need more than posters? ReadyDocs HR builds complete, customized HR document systems for Texas small businesses — employee handbook, job descriptions, offer letters, onboarding forms, and more. Complete 30-document system for \$999.

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This reference sheet is provided as a free resource. All poster sources listed are official government websites — all posters are free to download. ReadyDocs HR is not a law firm. For questions specific to your compliance situation, consult a licensed Texas employment attorney.