

Texas Workforce Commission Alert

FOR IMMEDIATE RELEASE

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MEDIA CONTACT: Lisa Givens

PHONE: (512) 463-8556

TWC Reminds Employers: Compliance Posters are Free of Charge *Agency warns against inappropriate vending*

AUSTIN – The Texas Workforce Commission (TWC) urges employers to be aware of unscrupulous business operators who may try to coerce employers into purchasing required workplace posters. Obtaining these compliance posters through TWC, as always, is free.

All workplace compliance posters required by law can be obtained free of charge from the TWC website at <http://www.twc.state.tx.us/ui/lablaw/posters.html>. Employers do not need to purchase these posters from private vendors. Furthermore, government-issued compliance posters do not have to be laminated to satisfy an employer's regulatory obligation. Employers should never pay for a government service that is free.

TWC has investigated reports of vendors claiming to be state contractors, inferring that employers are not in compliance with state law and urging employers to buy the posters from the vendor. TWC advises employers to disregard these vendors and consult with TWC directly to determine which posters are needed.

The number of workplace compliance posters required to be displayed can vary from one employer to another. Posters can be printed directly from TWC's website or by following links to the U.S. Department of Labor, where they can also be printed free of charge. Employers needing information about which posters they need to display should call TWC's Labor Law Department at (512) 475-2670.

All Texas employers must display posters containing information on the Texas Payday Law, the Workers' Compensation Program, the Uniformed Services Employment and Reemployment Rights Act, the Fair Labor Standards Act, the Employee Polygraph Protection Act, and the Occupational Safety and Health Act. Also, every employer with 15 or more employees, and smaller employers with federal grants and contracts, must post the notice entitled "Equal Employment Opportunity Is The Law," which contains information about the Equal Employment Opportunity/Americans with Disabilities Act laws.

Employers also may obtain a combined Texas Payday Law and Unemployment Compensation Act poster, and a list of other required posters by calling the agency's tax department at (512) 463-2747. Those posters can also be obtained online via the Unemployment Tax Services website at <http://www.twc.state.tx.us/ui/tax/emtaxinfo.html>.

To report inappropriate vending of posters, call the TWC Fraud and Program Abuse Hotline at (800) 252-3642.

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The Texas Workforce Commission is a state agency dedicated to helping Texas employers, workers and communities prosper economically. For details on TWC and the services it offers in coordination with its network of local workforce development boards, call (512) 463-8556 or visit www.texasworkforce.org.

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Auxiliary aids and services are available upon request to individuals with disabilities.
Relay Texas: 1-800-735-2988 (TDD) or 711 (Voice)