Texas

Federal OSHA inspects your work here.

Texas does not run an OSHA-approved state plan. Federal OSHA covers most private-sector workers in the state, and the federal rules apply as written.

Your rules follow the work, not the head office. The address of each location puts it in a state; these 2 locations are in Texas.

1. **Headquarters and yard** home
   9800 Chisholm Trail, Round Rock TX 78681. home establishment, the OSHA log lives here
2. **Elm Street storm drain**
   1400 Elm St, Round Rock, TX 78664. short-term site, added Apr 2026



Locations close together share a pin.

Report a death or serious injury

Same as federal

Fatality within 8 hours
in-patient hospitalization, amputation, loss of an eye within 24 hours
1-800-321-6742 (24 h) or osha.gov, 29 CFR 1904.39

Who to call for these sites: Austin Area Office, (512) 374-0271. A few workplaces fall under another agency; if you are unsure about a site, call the office.

What changes here

Digging and trench permits

Same as federal

In Texas: Texas811; 2 working days' notice; ticket good 14 days, re-notify after; 18-in tolerance zone, hand tools inside it; no state trench permit

Federal baseline: Locate the utilities and contact their owners before you dig (29 CFR 1926.651(b)). Notice and ticket rules come from each state's 811 law.

Heat

Same as federal

In Texas: No state heat rule; OSHA General Duty Clause and the heat NEP (Apr 10, 2026) apply; 29Safety's plan uses 80 / 90°F heat index

Federal baseline: No federal heat standard. OSHA uses the General Duty Clause and its heat emphasis program (CPL 03-00-024, Apr 10, 2026); the rule proposed in Aug 2024 is not final.

Written programs the state adds

Same as federal

In Texas: The federal list only; no state-added written programs

Federal baseline: No overall written program is required. Hazard communication (1910.1200(e), through 1926.59), respirators where required (1910.134(c)) and silica (1926.1153(g)) each need their own.

Workers' comp and the EMR

Check this

In Texas: Workers' comp is optional in Texas (non-subscribers report to TDI-DWC); EMR by NCCI when insured; a non-subscriber has no EMR, and some owners will not accept "N/A"

Federal baseline: Not an OSHA rule: workers' comp is state law. In most states NCCI sets the experience modification rate (EMR).

Injury records

Same as federal

In Texas: OSHA Forms 300, 300A, 301; post Feb 1 – Apr 30; ITA by Mar 2 when 20–249 employees in an Appendix A industry

Federal baseline: Forms 300, 300A and 301. Post the 300A Feb 1 to Apr 30, keep 5 years, submit online by Mar 2 if covered (29 CFR 1904).

Posters

Same as federal

In Texas: OSHA 3165 "Job Safety and Health: It's the Law"; TWC and TDI notices (workers' comp coverage or non-coverage notice)

Federal baseline: OSHA's "Job Safety and Health: It's the Law" poster (publication 3165; Spanish, 3167), 29 CFR 1903.2.

What 29Safety changes for sites in Texas

- Emergency sheet lists the Austin or Fort Worth area office by county
- Dig record uses Texas811 timing and the 18-in zone
- Heat plan at 80 / 90°F; heat check says "no state rule, NEP applies"
- Prequal pack flags "Texas non-subscriber" if there is no workers' comp policy

Rules that could change this page

- Federal heat rule: proposed 29 CFR 1910.148 (Aug 2024) still pending; the heat NEP was reissued Apr 10, 2026 for five years

Locations confirmed by

Rita Solano, Project Superintendent — Oct 10, 2026

Date

Sources: osha.gov/stateplans; 29 CFR 1903.2, 1904, 1926.651(b); Texas Utilities Code ch. 251, Texas Labor Code 406.

Scan for the live sheet (sign-in required)