

## Texas Construction Compliance Checklist

A free quick-reference for Texas contractors, framers & trades | Current as of May 2026

Construction has the highest fatality and OSHA-citation rate of any industry — and worker classification is where TWC and IRS audits start. Use this checklist to spot gaps before an inspector, a GC's safety manager, or an auditor does. This is a general guide, not legal advice.

### WORKER CLASSIFICATION & HR (#1 AUDIT RISK)

- Every worker correctly classified — employee (W-2) vs. independent contractor (1099); the IRS, DOL & TWC apply their own tests, not your label**
- Handbook with at-will, anti-harassment, and safety-accountability policies; offer letters compliant; I-9 within 3 days
- Heat-illness and bilingual policy documentation where crews need it; required posters displayed
- Overtime paid to non-exempt workers; final pay within 6 calendar days of involuntary separation (Texas Payday Law)

### SAFETY & OSHA (29 CFR 1926 — ISNetworld-ready)

- Written Safety Plan on file covering your jobsite hazards — the primary document ISNetworld RAVS reviewers check first**
- Fall protection program for any work 6 ft or higher — the #1 cited OSHA construction standard (29 CFR 1926.501)
- Scaffolding (1926.451), LOTO, and excavation/trenching with competent-person and protective-system requirements (1926.651/.652)
- HazCom + SDS including respirable silica controls for concrete/masonry cutting (29 CFR 1926.1153)
- PPE matrix by trade; OSHA 300 log kept; DWC Form-001 injury reporting within 8 days

### HEAT & PREQUALIFICATION

- Heat Illness Prevention Plan for outdoor crews — water, rest, shade, and acclimatization (OSHA Heat NEP, active through 2031)
- ISNetworld / Avetta / PICS prequalification documents current if your GC or client requires them

### Can't check every box? That's where we come in.

ReadyDocs builds both halves — HR documents AND OSHA safety programs, ISNetworld-ready — custom for Texas contractors, kept current as the law changes. Total Compliance: \$149/mo. Start at readydocs.ai.