Texas Food & Beverage Compliance Checklist

A free quick-reference for Texas restaurants, cafes, food trucks, bars & catering | Current as of May 2026

Food service carries compliance risks on both fronts — tipped-wage and overtime rules, food-handler certification, commercial-kitchen burns, and chemical safety. Use this checklist to spot gaps before the TWC, DSHS, or OSHA does. This is a general guide, not legal advice.

WAGE, HOUR & TIPS (#1 FOOD-SERVICE RISK)	
❑	**Tip credit applied correctly — tipped employees paid at least $2.13/hr cash with tips bringing them to full minimum wage; shortfalls made up (FLSA)**
❑	Tip-pool rules in writing if you run one; no managers or owners sharing in the pool
❑	Overtime paid at 1.5× the full minimum wage (not the tipped rate) to non-exempt staff over 40 hrs/week
❑	Working-interview / tryout time is paid; final pay within 6 calendar days of involuntary separation (Texas Payday Law)
FOOD SAFETY & LICENSING	
❑	**DSHS food handler certification obtained within 60 days of hire for every employee; certificates on file**
❑	Certified Food Manager on staff as required; permits and inspection scores posted
❑	TABC certification for anyone serving alcohol; TABC compliance procedures documented
HR & EMPLOYMENT	
❑	Handbook with at-will, anti-harassment, scheduling, and meal/rest-break policies; required posters displayed
❑	Offer letters with no prohibited pre-offer questions; I-9 completed within 3 days of hire
❑	Split-shift and on-call scheduling documented; minor-labor rules followed if employing under-18 staff
SAFETY & OSHA (the other half)	
❑	**Written Safety Plan on file — no small-business exemption (29 CFR 1910 + General Duty Clause)**
❑	Commercial fryer / hot-oil burn procedure and commercial-slicer lockout/tagout (LOTO) documented (29 CFR 1910.147)
❑	HazCom program + SDS binder for degreasers, sanitizers, and bleach; bleach and ammonia never mixed or stored together (29 CFR 1910.1200)
❑	Wet-floor slip-and-fall housekeeping; knife-handling protocol; food-truck and kitchen heat controls; DWC Form-001 injury reporting within 8 days

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

ReadyDocs builds both halves — HR documents AND OSHA safety programs — custom for Texas restaurants and food businesses, kept current as the law changes. Total Compliance: $149/mo. Start at readydocs.ai.