Texas Lawn & Landscape Compliance Checklist

A free quick-reference for Texas lawn care, landscaping & irrigation crews | Current as of May 2026

Lawn and landscape operations face seasonal-staffing and bilingual HR needs alongside pesticide, chainsaw, and Texas-heat hazards. Use this checklist to spot gaps before the TWC, TDA, or OSHA does. This is a general guide, not legal advice.

LICENSING & CHEMICALS	
❑	**TDA Pesticide Applicator License held by anyone applying commercial pesticides — or working under a licensed applicator (Texas Agriculture Code Ch. 76)**
❑	HazCom program + SDS binder for herbicides, pesticides, fertilizers, and fuel; mixing procedures documented (29 CFR 1910.1200)
❑	Restricted-use pesticide records and renewal dates tracked
SAFETY & OSHA (the other half)	
❑	**Written Safety Plan on file — no small-business exemption (29 CFR 1910 + General Duty Clause)**
❑	Chainsaw / tree-removal protocol — kickback zone, buddy system, and PPE incl. cut-resistant chaps (29 CFR 1910.266)
❑	Heat Illness Prevention Plan for outdoor crews — water, rest, shade, and acclimatization (OSHA Heat NEP, active through 2031)
❑	Equipment guarding on mowers, trimmers, and chippers; PPE provided; DWC Form-001 injury reporting within 8 days
HR & EMPLOYMENT	
❑	Handbook with at-will, anti-harassment, and scheduling policies; bilingual documentation where crews need it
❑	Seasonal staffing terms clear; background checks where used; offer letters compliant; I-9 within 3 days
❑	Overtime paid to non-exempt staff; required posters displayed; final pay within 6 days (Texas Payday Law)

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

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