SAFETY AND HEALTH PROTECTION ON THE JOB

California law provides job safety and health protection for workers under the Cal/OSHA program. This poster explains the basic requirements and procedures for compliance with the state's job safety and health laws and regulations. The law requires that this poster be displayed. (Failure to do so could result in a penalty of up to $7,000.)

WHAT AN EMPLOYER MUST DO:

All employers must provide work and workplaces that are safe and healthful. In other words, an employer must follow the laws that govern job safety and health. Failure to do so can result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster so everyone on the job can be aware of basic rights and responsibilities.

You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.

You must correct any hazardous condition that you know may result in serious injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration.

You must notify the nearest Cal/OSHA office of any serious injury or fatality occurring on the job. You must report such injuries to Cal/OSHA within 8 working hours. Cal/OSHA will conduct an investigation. You must cooperate fully with Cal/OSHA during an inspection or investigation.

WHAT AN EMPLOYER MUST NEVER DO:

Never permit an employee to do work that violates Cal/OSHA law. You must take reasonable steps to prevent employees from exposing themselves to hazardous substances or conditions.

Never permit an employee to be exposed to harmful substances without providing appropriate protection.

Never allow an untrained employee to perform hazardous work.

EMPLOYEES HAVE CERTAIN RIGHTS IN WORKPLACE SAFETY & HEALTH:

As an employee, you (or someone acting for you) have the right to file a complaint and request an investigation of your workplace if conditions there are unsafe or unhealthful, or if the employer fails to follow the local district office of the Division of Occupational Safety and Health (see list of offices). Your name is not revealed by Cal/OSHA, unless you request otherwise.

You also have the right to refuse work that is unsafe or unhealthful or hazardous working conditions, or using any other right given to you by Cal/OSHA law. If you feel that you have been fired or punished for exercising your rights, you may file a complaint with the Division of Labor Standards Enforcement, California Department of Industrial Relations, or the U.S. Department of Labor, and any federal government agency may file a complaint for you.

EMPLOYERS ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your coworkers safe, you should tell your employer about any risk that could result in an injury or illness to people on the job.

While working, you must always obey state job safety and health laws.

HELP IS AVAILABLE:

To learn more about job safety rules, you may contact the Cal/OSHA Consultation Service for free information, required forms and publications. You can also contact a local district office of the Division of Occupational Safety and Health. If you prefer, you may retain a competent private consultant, or ask your workers' compensation insurance carrier for guidance in obtaining information.

OFFICES OF THE DIVISION OF OCCUPATIONAL SAFETY AND HEALTH

HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 — Telephone (510) 286-7000

Enforcement of Cal/OSHA job safety and health standards is carried out by the Division of Occupational Safety and Health. The Division is subject to the Federal Hazard Communications Standard (29 CFR 1910.1200), must provide employees with information on the contents of Material Safety Data Sheets (MSDS), or equivalent information about the substances that are hazardous to the employees in the substances. Employers shall make available on a timely and reasonable basis a Material Safety Data Sheet on each hazardous substance in the workplace on request of an employee, an employee collective bargaining representative, or an employee's physician.

Employees have the right to see and copy their medical records and records of exposure to potentially toxic materials or harmful physical agents. Employers must allow access by employees or their representatives to accurate records of employee exposures to potentially toxic materials or harmful physical agents, and notify employees of any exposures in concentration or levels exceeding the exposure limits allowed by Cal/OSHA standards.

SPECIAL RULES APPLY IN WORK AROUND HAZARDOUS SUBSTANCES:

Employers who use any substance listed as a hazardous substance in Section 339 of Title 8 of the California Code of Regulations are subject to the Federal Hazard Communications Standard (29 CFR 1910.1200). For more information about the Cal/OSHA standards, employers may contact Cal/OSHA's Consultation Service.

WHEN CAL/OSHA COMES TO THE WORKPLACE:

A trained Cal/OSHA safety engineer or industrial hygienist may periodically visit the workplace to make sure your company is obeying job safety and health laws.

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