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 standards that govern safe and healthful jobs and workplaces. 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 have a written and effective injury and illness prevention program for your employees to follow.

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. Be sure to do this immediately after calling for emergency help to assist the injured employee. Failure to report a serious injury or fatality within 8 hours can result in a minimum civil penalty of $5,000.

WHAT AN EMPLOYER MUST NEVER DO:

- Never permit an employee to work in hazardous conditions
- Never permit an employee to be exposed to harmful substances without providing adequate 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 alleging inadequacy in the administration of the California Occupational Safety and Health Plan. If you feel you have been fired or punished for exercising your rights, you may file a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan.

You have the right to examine and copy your medical records and records of employee exposures to potentially toxic materials or harmful physical agents.

You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or using any other right given to you by Cal/OSHA.

You also have the right to add your name to a Cal/OSHA administrative law judge or Occupational Safety and Health Appeals Board.

You may file a complaint if you believe your employer has violated a safety and health standard or order.

What can an employer do if it is cited by Cal/OSHA?

An employer who receives a citation, Order to Take Special Action, or Special Rule applies to the workplace.

1. The employer, or someone the employer chooses, will be given an opportunity to correct the violation to the Division of Occupational Safety and Health. A citation from the Division of Occupational Safety and Health will specify a date by which the violation must be abated. A notice of violation from the Division of Occupational Safety and Health.

2. You have the right to meet with the Division of Occupational Safety and Health. You may be referred to a Cal/OSHA safety engineer or industrial hygienist for assistance in making your workplace safe and healthful.

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 Regional Office of the Division of Occupational Safety and Health for information about the substance that trains employees to use the substance safely.

Call the FREE Worker Information Hotline - 1-866-924-9757

SPECIAL RULES APPLY IN WORK AROUND HAZARDOUS SUBSTANCES:

Employees who use any substance listed as a hazardous substance in Section 339 of Title 8 of the California Code of Regulations, or subject to the Federal Hazardous Substances Data Sheet (CFR 1910.1200), must provide employees with information on the contents on Material Safety Data Sheets (MSDS), or equivalent information about any exposure limits that apply to employees who use the substance safely.

You must have the right to see and copy their medical records and records of exposure to potentially toxic materials or harmful physical agents.

You 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.

Any employee has the right to observe monitoring or measuring of employee hazard to employees. Failure to do so could result in a penalty of up to $7,000.00 per day for regulatory or general violations and up to $15,000 per day for serious violations.

Any employee has the right to observe monitoring or measuring of employee exposure to hazardous conditions at the workplace.

VIOLATIONS, CITATIONS & PENALTIES:

If the investigator finds that the employer has violated a safety and health standard or order.

What can an employer do if it is cited by Cal/OSHA?

1. An employer who receives a citation, Order to Take Special Action, or Special Rule must post it prominently at the place of the violation for three working days, or until the unsafe condition is corrected, whichever is longer, to warn employees of the violation.

2. The employer, or someone the employer chooses, will be given an opportunity to correct the violation to the Division of Occupational Safety and Health.

3. A citation from the Division of Occupational Safety and Health will specify a date by which the violation must be abated. A notice of violation from the Division of Occupational Safety and Health.

4. You have the right to meet with the Division of Occupational Safety and Health. You may be referred to a Cal/OSHA safety engineer or industrial hygienist for assistance in making your workplace safe and healthful.

5. CALL the FREE Worker Information Hotline - 1-866-924-9757