

OSHA Today

BAMA

2015

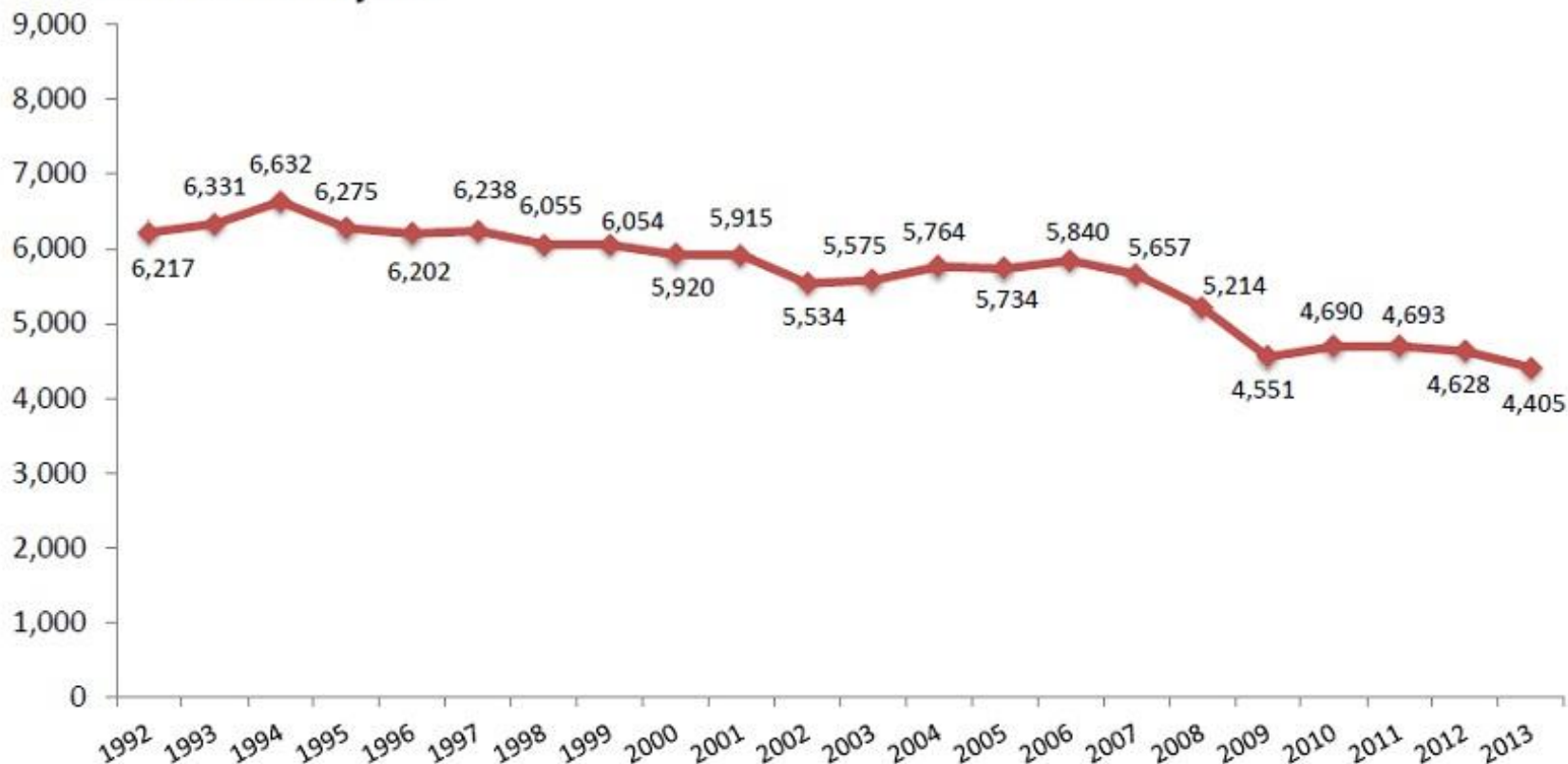
OSHA's Mission

- To Assure So Far as Possible Every Working Man and Woman in the Nation Safe and Healthful Working Conditions...



Number of fatal work injuries, 1992–2013*

Number of fatal work injuries



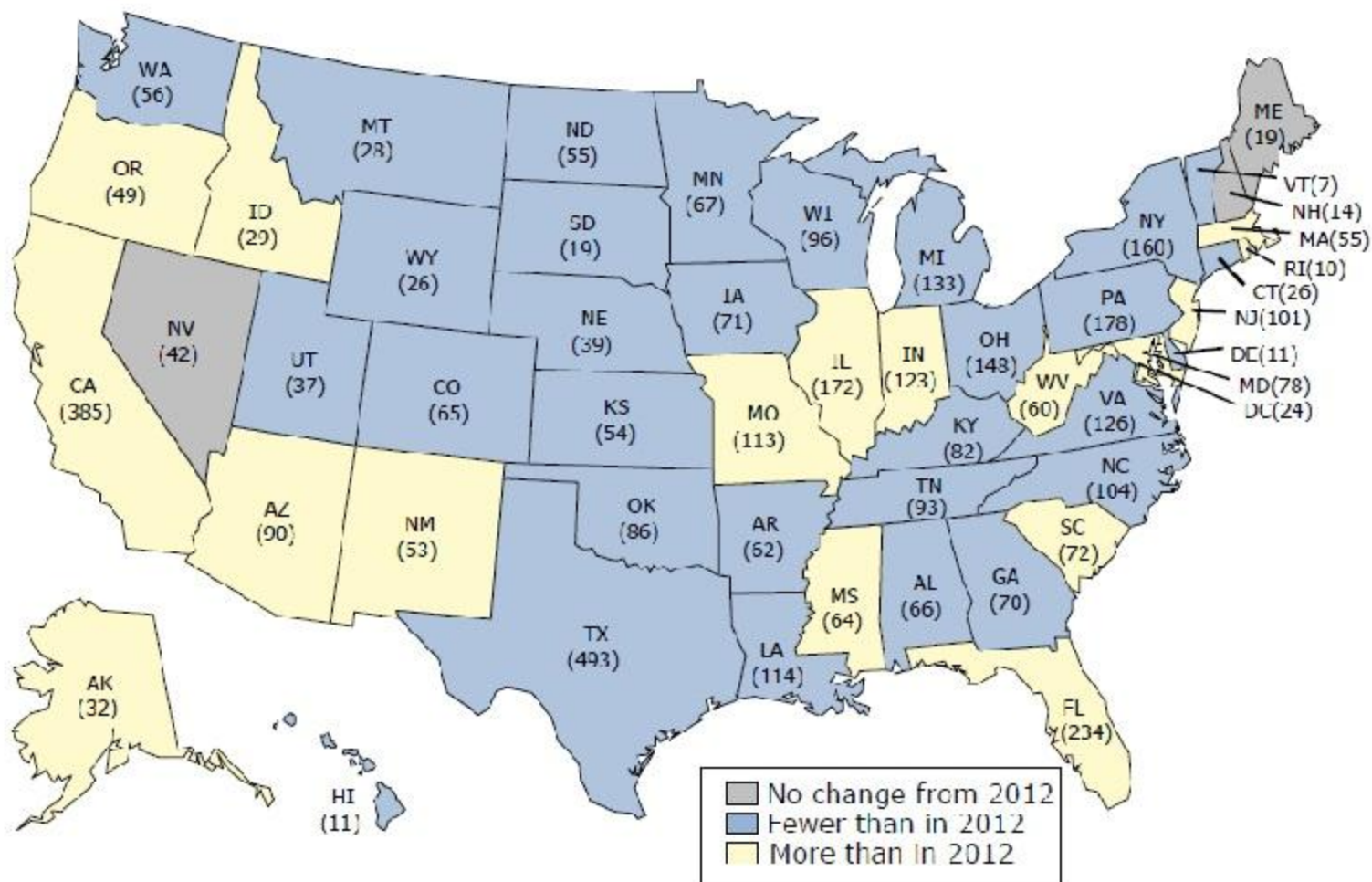
The 2013 preliminary total of 4,405 fatal work injuries is 5 percent below the final count of 4,628 fatal work injuries reported for 2012.

*Data for 2013 are preliminary. Data for prior years are revised and final.

Note: Data from 2001 exclude fatal work injuries resulting from the September 11 terrorist attacks.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2014.

Number of fatal work injuries, by state, 2013*

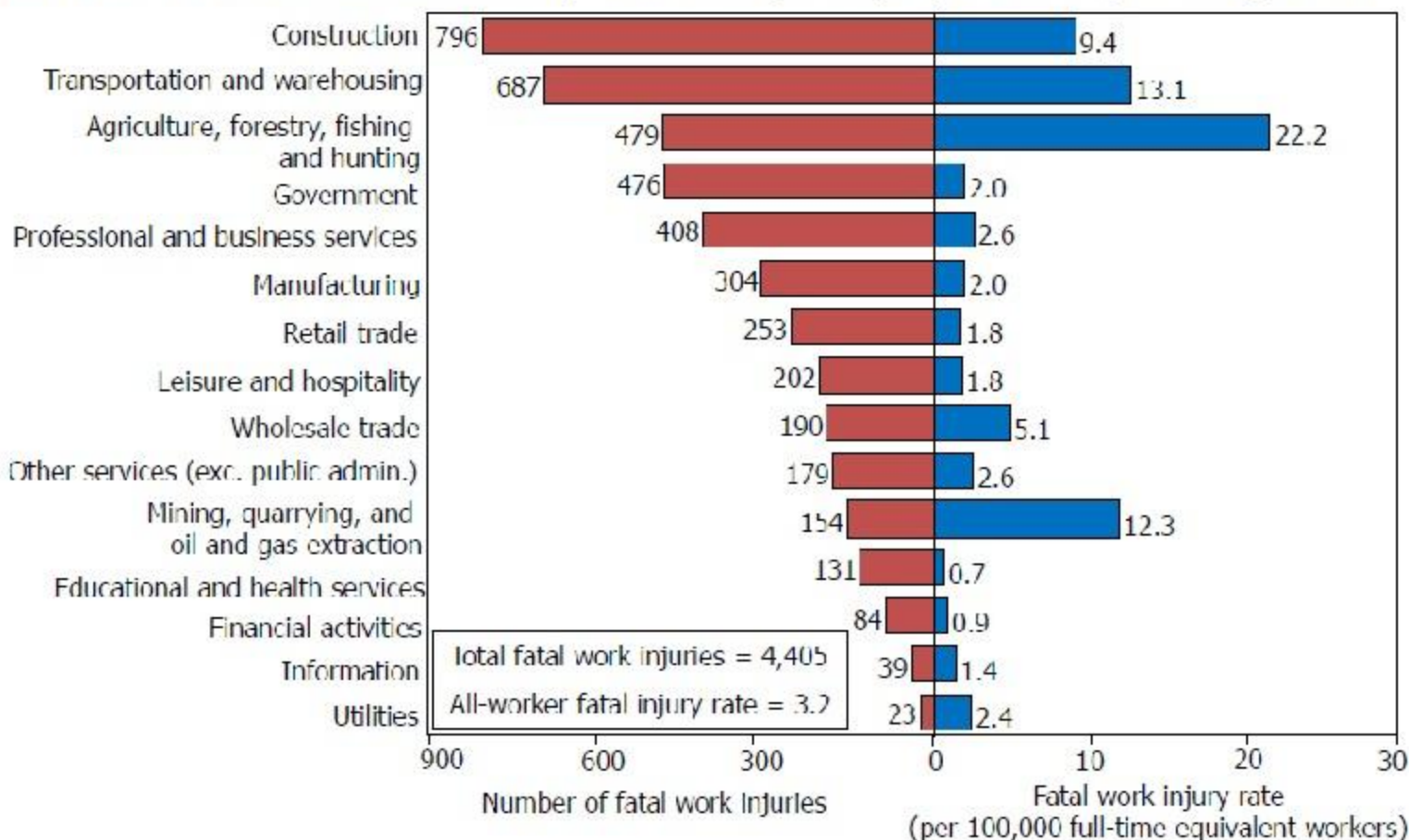


Seventeen states and the District of Columbia had preliminary counts showing more fatal injuries in 2013 than in 2012. Thirty states had fewer fatal workplace injuries in 2013 compared to 2012. Three states saw no change between the two years.

*Data for 2013 are preliminary.

Source: Bureau of Labor Statistics, U.S. Department of Labor, 2014.

Number and rate of fatal occupational injuries, by industry sector, 2013*



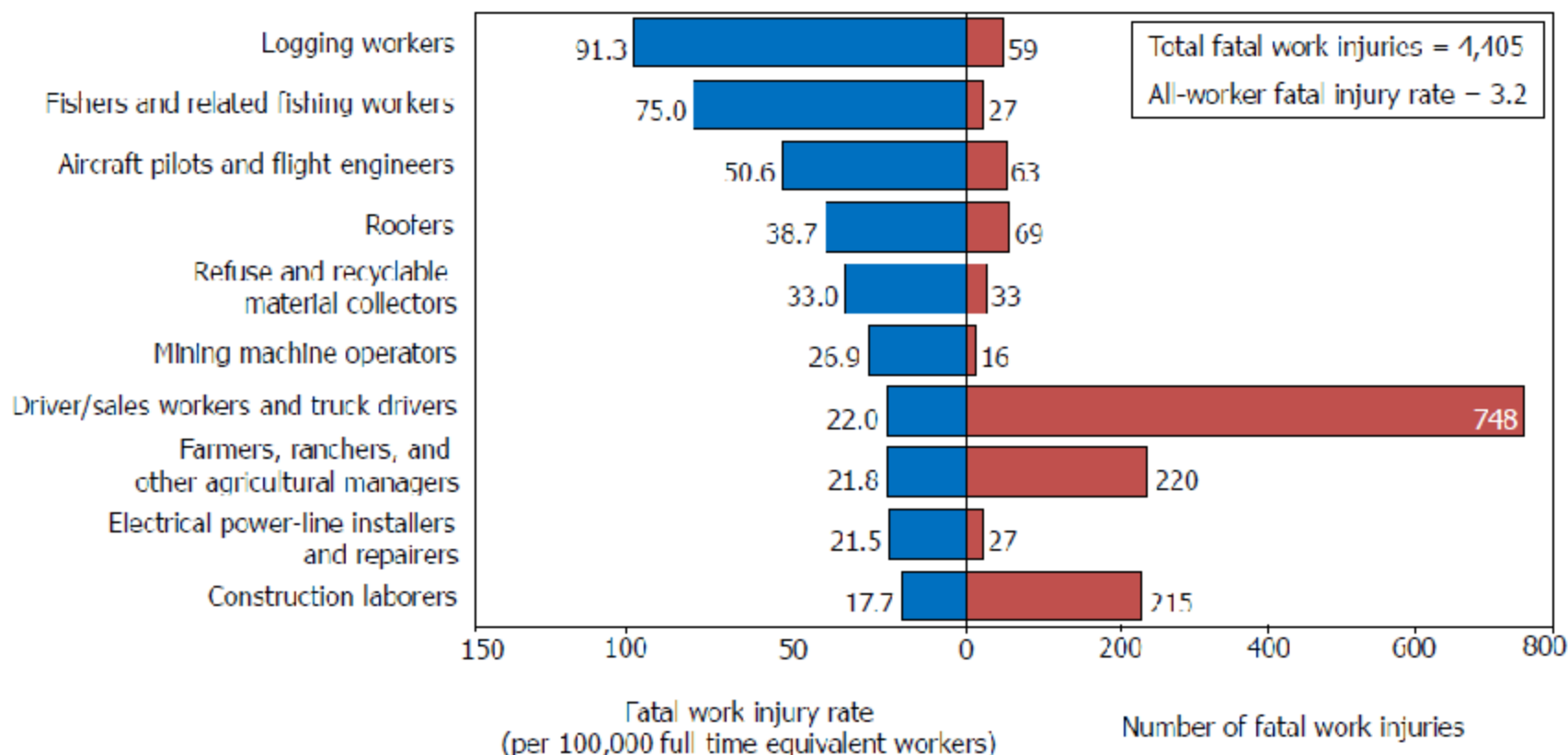
Construction had the highest preliminary count of fatal injuries in 2013, but the agriculture, forestry, fishing and hunting sector had the highest fatal work injury rate.

*Data for 2013 are preliminary.

Note: Fatal injury rates exclude workers under the age of 16 years, volunteers, and resident military. The number of fatal work injuries represents total published fatal injuries before the exclusions. For additional information on the fatal work injury rate methodology, please see <http://www.bls.gov/iif/oshnotice10.htm>.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2014.

Occupations with high fatal work injury rates, 2013*



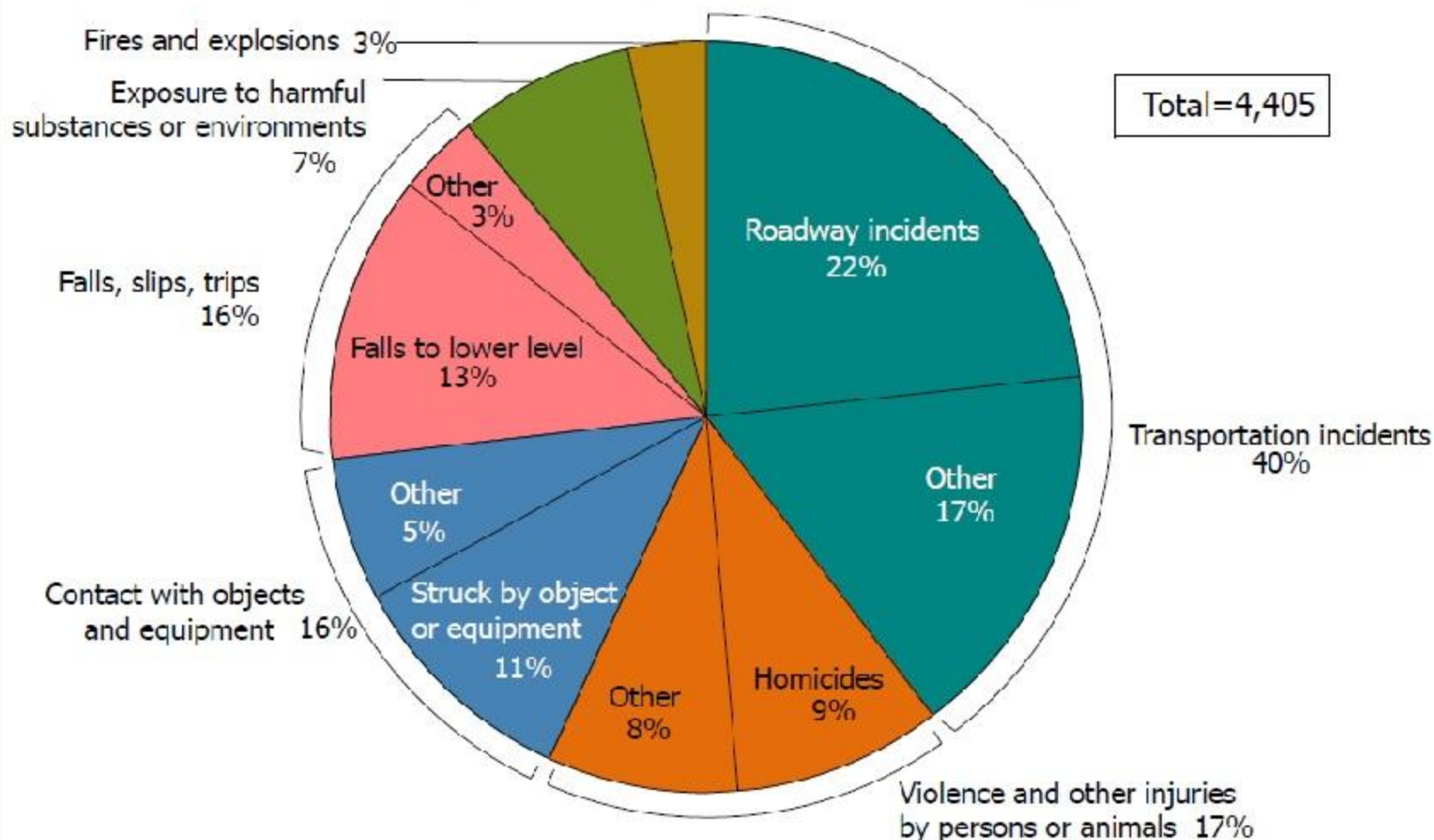
The preliminary data for 2013 showed fatal work injury rates were high for logging workers and fishers and related fishing workers. Driver/sales workers and truck drivers incurred the greatest number of fatal injuries.

*Data for 2013 are preliminary.

Note: Fatal injury rates exclude workers under the age of 16 years, volunteers, and resident military. The number of fatal work injuries represents total published fatal injuries before the exclusions. For additional information on the fatal work injury rate methodology, please see <http://www.bls.gov/iif/oshnotic10.htm>.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2014.

Fatal occupational injuries, by major event, 2013*



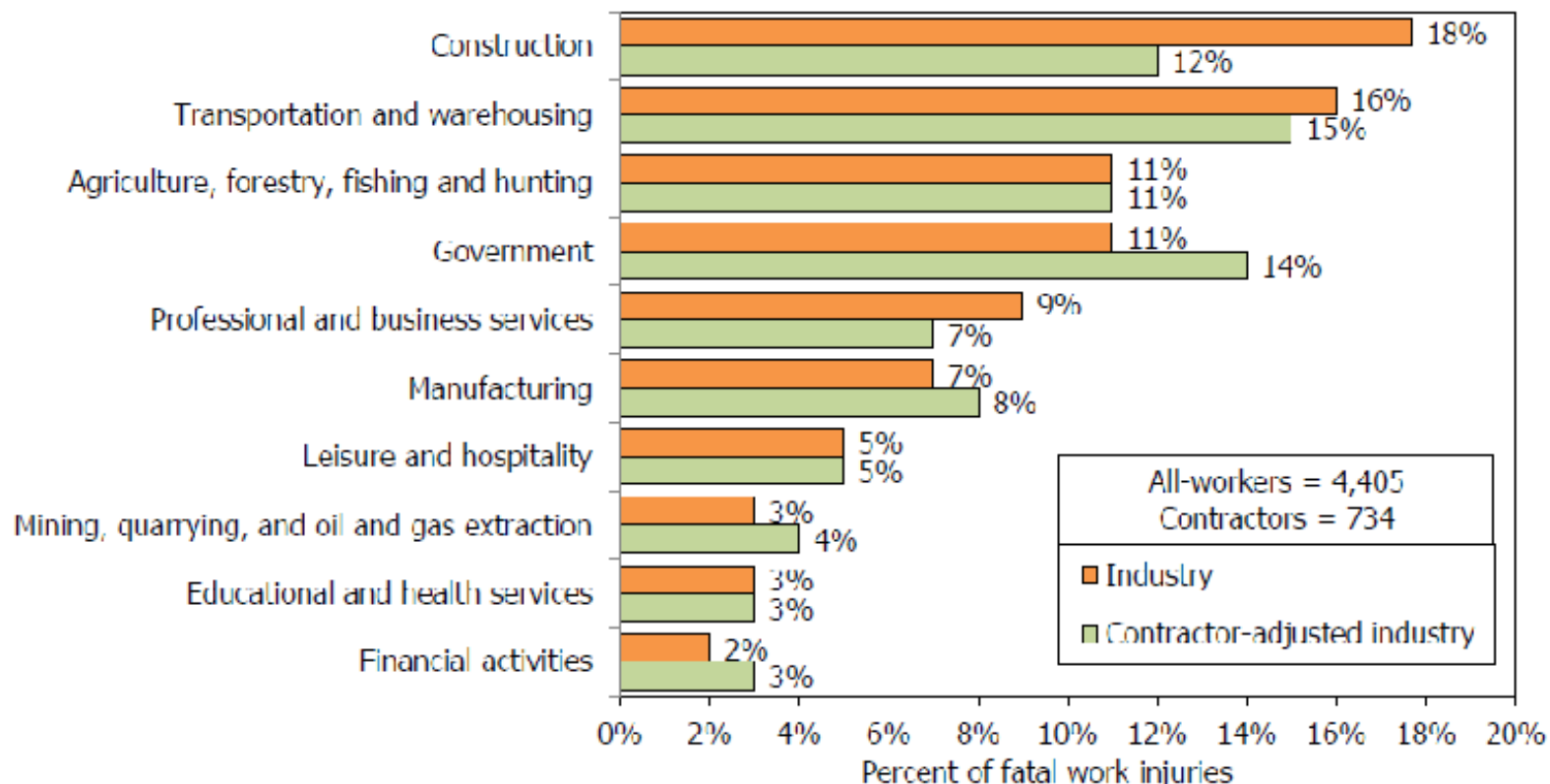
More fatal work injuries resulted from transportation incidents than from any other event in the 2013 preliminary counts. Roadway incidents alone accounted for nearly one out of every four fatal work injuries.

*Data for 2013 are preliminary.

Note: Transportation counts presented in this release are expected to rise when updated 2013 data are released in spring 2015 because key source documentation detailing specific transportation-related incidents has not yet been received. Percentages may not add to 100 due to rounding.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2014.

Fatal work injuries, by industry and contractor-adjusted industry, by selected industries, 2013*



Seventeen percent of all fatal work injuries in 2013 involved contractors. Thirty-five percent of those who died while employed in the construction industry were actually contracted to another industry, such as government or financial activities, when the fatal injury occurred.

*Data for 2013 are preliminary.

Note: In 2011, the C-OI program began collecting contractor data to capture decedents who were working as contractors at the time of the fatal incident. Contractor-adjusted industry is the industry of the entity that had overall responsibility for the operations at the site where the worker was fatally injured. All industries shown are private with the exception of government, which includes fatal injuries to workers contracted by governmental organizations regardless of industry.

See <http://www.bls.gov/iif/oshcfdef.htm> for more information. Percentages may not add to 100 due to rounding.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2014.

12/4/13 New Jersey: Temporary worker died in fall after being caught in a sorter.

- **“Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health. It is essential that both employers comply with all relevant OSHA requirements.”—**

David Michaels, PhD, MPH, Assistant Secretary of Labor for Occupational Safety and

Employer Responsibilities to Protect Temporary Workers

- OSHA recommends that the temporary staffing agency and the host employer set out their respective responsibilities for compliance with applicable OSHA standards in their contract. Including such terms in a contract will ensure that each employer complies with all relevant regulatory requirements, thereby avoiding confusion as to the employer's obligations.

Enforcement

- **Administrative Enhancements to OSHA's Penalty Policies**
- **Severe Violator Enforcement Program (SVEP)**
 - effective date: June 18, 2010

Severe Violator Enforcement Program (SVEP)

- **Concentrate inspection resources on employers who have demonstrated recalcitrance or indifference to their OSH Act obligations by committing willful, repeated, or failure-to-abate violations**

Procedures of SVEP

- **Enhanced Follow-up Inspections**
- **Nationwide Inspections of Related Workplaces/Worksites**
- **Increased Company Awareness of OSHA Enforcement**
- **Enhanced Settlement Provisions**
- **Federal Court Enforcement under Section 11(b) of the OSH Act**

Referrals or Significant Aid to Prosecutors Addressing OSHA-Related Matters

	2010	2011	2012	2013
Criminal Referrals	14	10	13	3

OSHA continues to make referrals or provide significant aid to prosecutors addressing OSHA-related matters. These actions include referrals under Title 29 of the United States Code, Section 666(e), for employee deaths caused by willful conduct violating an OSHA standard, obstruction of justice, aiding state and local investigations, and prosecutions on safety and health related matters. Fraud related matters, such as training card fraud, are also included. A criminal referral is made by the DOL Office of the Solicitor to the Department of Justice.

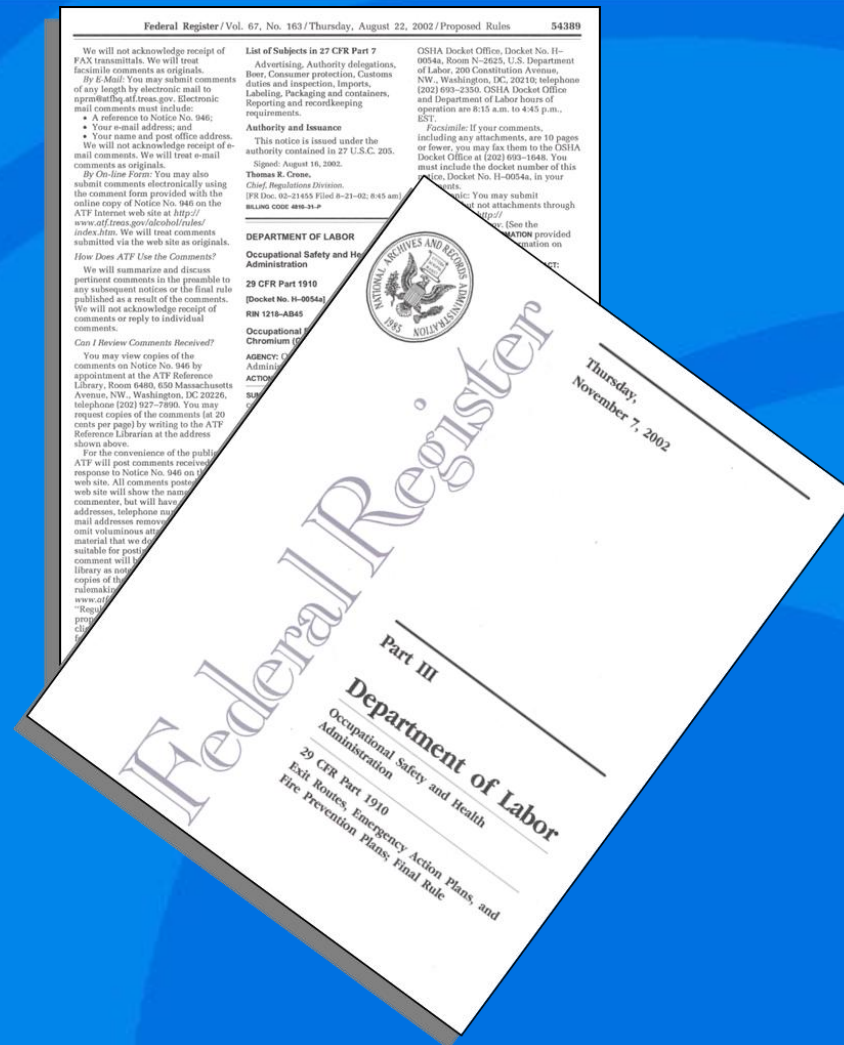
Inspection Priorities

- **Imminent Danger**
- **Fatal Accidents/Other Reportable Injuries**
- **Employee Complaints**
- **Programmed High Hazard Inspections**
- **Follow-up Inspections**

Most Frequently Cited Standards Manufacturing

Lockout/Tagout	1910.147
Hazard Communication	1910.1200
Machine Guarding – General Requirements	1910.212
Respiratory Protection	1910.134
Powered Industrial Trucks	1910.178
Electrical – Wiring Methods	1910.305
Electrical – General Requirement	1910.303
Machine Guarding – Power Transmission Apparatus	1910.219
Process Safety Management	1910.119
Personal Protective Equipment – General	1910.132

What's New Standards Rulemaking



Standards in Pre-Rule Stage

- **Infectious Diseases**
- **Review / Lookback of OSHA Chemical Standards**
- **Shipyard Fall Protection--Scaffolds, Ladders and Other Working Surfaces**
- **Communication Towers**

Standards in Pre-Rule Stage

- **Emergency Response and Preparedness**
- **Process Safety Management and Prevention of Major Chemical Accidents**



Process Safety Management and Prevention of Major Chemical Accidents

- **Publication Date: 12/09/2013**
- **Clarify exemption for atmospheric storage tanks;**
- **Oil- and gas-well drilling and servicing;**
- **Oil- and gas-production facilities;**
- **Expand PSM coverage and requirements for reactivity hazards;**
- **Update the list of highly hazardous chemicals in Appendix A**

Process Safety Management and Prevention of Major Chemical Accidents

- **Revise to require additional management-system elements;**
- **Amend to require evaluation of updates to applicable Recognized and Generally Accepted Good Engineering Practices (RAGAGEP);**
- **Expand the scope of Paragraph (j) of the PSM standard to cover the mechanical integrity of any safety-critical equipment;**

Process Safety Management and Prevention of Major Chemical Accidents

- **Clarify Paragraph (l) of the PSM Standard with an explicit requirement that employers Manage Organizational Changes;**
- **Revises Paragraph (n) of the PSM Standard to require coordination of emergency planning with local emergency-response authorities;**
- **Revises Paragraph (o) of the PSM Standard to require third-party compliance audits;**

Process Safety Management and Prevention of Major Chemical Accidents

- **Expand the Requirements of Sec. 1910.109 to cover dismantling and disposal of explosives, blasting agents, and pyrotechnics;**
- **Update Sec. 1910.106 and 1910.107 based on the latest applicable consensus standards;**
- **Update the regulations addressing the storage, handling, and management of ammonium nitrate;**

Process Safety Management and Prevention of Major Chemical Accidents

- **Change enforcement policy of the PSM exemption for retail facilities;**
- **Change enforcement policy for highly hazardous chemicals listed in appendix A of the PSM standard without specific concentrations.**

Standards in Proposed Rule Stage

- Amendments to the Cranes and Derricks in Construction Standard
- Crane Operator Qualification in Construction
- Occupational Exposure to Beryllium
- Occupational Exposure to Crystalline Silica
- Quantitative Fit Testing Protocol: Respiratory Protection



Standards in Proposed Rule Stage

- Clarification of Employer's Obligation to Make and Maintain Accurate Records of Work-Related Injuries and Illnesses
- Updating OSHA Standards Based on National Consensus Standards Eye and Face Protection



Proposed Silica Standard

- OSHA is proposing two separate regulatory texts
 - one for general industry and maritime
 - one for construction
- <https://www.osha.gov/silica/index.html>



Proposed Silica Standard

- 50 ug/m³ respirable crystalline silica
- Preferred methods for controlling exposure
- Respiratory protection,
- Medical surveillance,
- Hazard communication, and
- Recordkeeping.

Proposed Silica Standard

- PEL represents 50-80% reduction of current PEL (to 50 ug/m³ from 250 ug/m³).
- Since 2006, ACGIH TLV has been 25 µg/m³
- Initial Assessment
 - IH monitoring or objective data <12 months
- Periodic Assessment
 - AL < Exposure < PEL, then every 6 mos.
 - Exposure > PEL, then every 3 mos.

Table 1. Exposure Control Methods for Selected Construction Operations

Operation	Engineering and Work Practice Control Methods	Required Air-Purifying Respirator (Minimum Assigned Protection Factor)	
		≤ 4 hr/day	> 4 hr/day
Using Stationary Masonry Saws	<p>Use saw equipped with integrated water delivery system.</p> <p>NOTE: Additional specifications:</p> <ul style="list-style-type: none"> • Change water frequently to avoid silt build-up in water. • Prevent wet slurry from accumulating and drying. • Operate equipment such that no visible dust is emitted from the process. • When working indoors, provide sufficient ventilation to prevent build-up of visible airborne dust. • Ensure saw blade is not excessively worn. 	None	Half-Mask (10)
Using Hand-Operated Grinders	<p>Use water-fed grinder that continuously feeds water to the cutting surface.</p> <p>OR</p> <p>Use grinder equipped with commercially available shroud and dust collection system, operated and maintained to minimize dust emissions. Collector must be equipped with a (cfm) or greater airflow per inch of blade diameter.</p> <p>NOTE: Additional specifications (wherever applicable):</p> <ul style="list-style-type: none"> • Prevent wet slurry from accumulating and drying. • Operate equipment such that no visible dust is emitted from the process. • When working indoors, provide sufficient ventilation to prevent build-up of visible airborne dust. 	None	Half-Mask (10)
		Half-Mask (10)	Half-Mask (10)

Table 1 limits respirator use for tasks performed <4 hours/day

Medical Surveillance

- Covers workers exposed above PEL for 30 or more days per year
- Initial exam followed by periodic exam every 3 years
- Exam includes medical and work history, physical exam, chest X-ray, and pulmonary function test (TB test on initial exam only)

Standards in Final Rule Stage

- **Improve Tracking of Workplace Injuries and Illnesses**
- **Confined Spaces in Construction**
- **Walking Working Surfaces and Personal Fall Protection Systems (Slips, Trips, and Fall Prevention)**
- **Procedures for the Handling of Retaliation Complaints**



Whistleblower Laws Enforced by OSHA

- Asbestos Hazard Emergency Response Act (90 days)
- Clean Air Act (30 days)
- Comprehensive Environmental Response, Compensation and Liability Act (30 days)
- Consumer Financial Protection Act of 2010 (180 days)
- Consumer Product Safety Improvement Act (180 days)
- Energy Reorganization Act (180 days)
- Federal Railroad Safety Act (180 days)
- Federal Water Pollution Control Act (30 days)
- International Safe Container Act (60 days)
- Moving Ahead for Progress in the 21st Century Act (motor vehicle safety) (180 days)
- National Transit Systems Security Act (180 days)

Whistleblower Laws Enforced by OSHA

- Occupational Safety and Health Act (30 days)
- Pipeline Safety Improvement Act (180 days)
- Safe Drinking Water Act (30 days)
- Sarbanes-Oxley Act (180 days)
- Seaman's Protection Act (180 days)
- Section 402 of the FDA Food Safety Modernization Act (180 days)
- Section 1558 of the Affordable Care Act (180 days)
- Solid Waste Disposal Act (30 days)
- Surface Transportation Assistance Act (180 days)
- Toxic Substances Control Act (30 days)
- Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (90 days)

Walking & Working Surfaces; Personal Fall Protection Equipment (Subparts D&I)

- Published on May 24, 2010
- Expected to be released as a final rule sometime later this year.



Specific Issues

- **Fall protection on rolling stock and motor vehicles**
- **Fall protection on stacked material**
- **Qualified climber**
- **Building anchorage for rope descent systems**
- **Technological advances in fall protection and fall arrest**

Subpart D

Existing rule

- 1910.21 Definitions.
- 1910.22 General requirements.
- 1910.23 Guarding floor and wall openings and holes.
- 1910.24 Fixed industrial stairs.
- 1910.25 Portable wood ladders.
- 1910.26 Portable metal ladders.
- 1910.27 Fixed ladders.
- 1910.28 Safety requirements for scaffolding.
- 1910.29 Manually propelled mobile ladder stands and scaffolds (towers).
- 1910.30 Other working surfaces requirements.

Proposed rule

- 1910.21 Scope, application, and definitions.
- 1910.22 General requirements.
- 1910.23 Ladders.
- 1910.24 Step bolts and manhole steps.
- 1910.25 Stairways.
- 1910.26 Dockboards (bridge plates).
- 1910.27 Scaffolds (including rope descent systems).
- 1910.28 Duty to have fall protection.
- 1910.29 Fall protection systems criteria and practices
- 1910.30 Training .

Subpart I - PPE

- **Addition of:**
- **1910.140 – Fall Protection System**
- **Appendix C - Personal Fall Protection Systems - non-mandatory**
- **Appendix D – Test Method and Procedures for Personal Fall Protection Systems – non-mandatory**

1910.28 Duty to Have Fall Protection

- The section does not apply to powered platforms covered 1910.66(j), aerial lifts covered by 1910.67(c)(2)(v), the portion of telecommunications work covered by 1910.268(n)(7) and (n)(8), or the portion of electric power generation, transmission, and distribution work covered by 1910.269(g)(2)(v).

Completed Actions

- **Cranes and Derricks in Construction:
Operator Certification**
- **Occupational Injury and Illness
Recording and Reporting Requirements-
-NAICS Update and Reporting Revisions**

Cranes and Derricks in Construction: Operator Certification

- **Extending November 10, 2014 deadline for employers to ensure that crane operators are certified by three years, until November 10, 2017.**
- **Also extending its employer duty to ensure that crane operators are competent to operate a crane safely for the same three-year period.**

Revised Recordkeeping

<https://www.osha.gov/recordkeeping2014/NAICSReporting.pdf>

- January 1. 2015
- Report fatalities – 8 hrs
- Report in-patient hospitalization – 24 hrs
- Report amputation – 24 hrs
- Report enucleation – 24 hrs
- Notify by telephone or in person to local OSHA Area Office, 1-800-321-OSHA (1-800-321-6742) or electronic submission using the reporting application located on OSHA's public website
- New covered and exempt NAICS codes

Partially Exempt Industries

NAICS Code	Industry Description	NAICS Code	Industry Description
4412	Other Motor Vehicle Dealers	5411	Legal Services
4431	Electronics and Appliance Stores	5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services
4461	Health and Personal Care Stores	5413	Architectural, Engineering, and Related Services
4471	Gasoline Stations	5414	Specialized Design Services
4481	Clothing Stores	5415	Computer Systems Design and Related Services
4482	Shoe Stores	5416	Management, Scientific, and Technical Consulting Services
4483	Jewelry, Luggage, and Leather Goods Stores	5417	Scientific Research and Development Services
4511	Sporting Goods, Hobby, and Musical Instrument Stores	5418	Advertising and Related Services
4512	Book, Periodical, and Music Stores	5511	Management of Companies and Enterprises
4531	Florists	5611	Office Administrative Services
4532	Office Supplies, Stationery, and Gift Stores	5614	Business Support Services
4817	Nonscheduled Air Transportation	5615	Travel Arrangement and Reservation Services
4861	Pipeline Transportation of Crude Oil	5616	Investigation and Security Services
4862	Pipeline Transportation of Natural Gas	6111	Elementary and Secondary Schools
4869	Other Pipeline Transportation	6112	Junior Colleges
4879	Scenic and Sightseeing Transportation, Other	6113	Colleges, Universities, and Professional Schools
4885	Freight Transportation Arrangement	6114	Business Schools and Computer and Management Training
5111	Newspaper, Periodical, Book, and Directory Publishers	6115	Technical and Trade Schools

5112	Software Publishers	6116	Other Schools and Instruction
5121	Motion Picture and Video Industries	6117	Educational Support Services
5122	Sound Recording Industries	6211	Offices of Physicians
5151	Radio and Television Broadcasting	6212	Offices of Dentists
5172	Wireless Telecommunications Carriers (except Satellite)	6213	Offices of Other Health Practitioners
5173	Telecommunications Resellers	6214	Outpatient Care Centers
5179	Other Telecommunications	6215	Medical and Diagnostic Laboratories
5181	Internet Service Providers and Web Search Portals	6244	Child Day Care Services
5182	Data Processing, Hosting, and Related Services	7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures
5191	Other Information Services	7115	Independent Artists, Writers, and Performers
5211	Monetary Authorities - Central Bank	7213	Rooming and Boarding Houses
5221	Depository Credit Intermediation	7221	Full-Service Restaurants
5222	Nondepository Credit Intermediation	7222	Limited-Service Eating Places
5223	Activities Related to Credit Intermediation	7224	Drinking Places (Alcoholic Beverages)
5231	Securities and Commodity Contracts Intermediation and Brokerage	8112	Electronic and Precision Equipment Repair and Maintenance
5232	Securities and Commodity Exchanges	8114	Personal and Household Goods Repair and Maintenance
5239	Other Financial Investment Activities	8121	Personal Care Services
5241	Insurance Carriers	8122	Death Care Services
5242	Agencies, Brokerages, and Other Insurance Related Activities	8131	Religious Organizations
5251	Insurance and Employee Benefit Funds	8132	Grantmaking and Giving Services
5259	Other Investment Pools and Funds	8133	Social Advocacy Organizations
5312	Offices of Real Estate Agents and Brokers	8134	Civic and Social Organizations
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	8139	Business, Professional, Labor, Political, and Similar Organizations

Partially Exempt Industries

Newly Covered Industries

NAICS CODE	Title of NAICS Code
3118	Bakeries and tortilla manufacturing
4411	Automobile dealers
4413	Automotive parts, accessories, and tire stores
4441	Building material and supplies dealers
4452	Specialty food stores
4453	Beer, wine, and liquor stores
4539	Other miscellaneous store retailers
4543	Direct selling establishments
5311	Lessors of real estate
5313	Activities related to real estate
5322	Consumer goods rental
5324	Commercial and industrial machinery and equipment rental and leasing
5419	Other professional, scientific, and technical services
5612	Facilities support services
5617	Services to buildings and dwellings
5619	Other support services
6219	Other ambulatory health care services
6241	Individual and family services
6242	Community food and housing, and emergency and other relief services
7111	Performing arts companies
7113	Promoters of performing arts, sports, and similar events
7121	Museums, historical sites, and similar institutions
7139	Other amusement and recreation industries
7223	Special food services
8129	Other personal services

Long-term Action

- Injury and Illness Prevention Program
 - Combustible Dust
 - Update to the Hazard Communication Standard
 - Occupational Injury and Illness Recording and Reporting Requirements-- Musculoskeletal Disorders (MSD) Column
 - Preventing Backover Injuries and Fatalities
- 1218-AC51 Long-term Action

Updated HazCom Webpage



GHS

The
Globally Harmonized System
of Classification and Labeling of Chemicals

HAZARD COMMUNICATION

The standard that gave workers the right to know, now gives them the right to understand.

[Safety & Health Topics Page: Hazard Communication](#)

[Labeling](#) [Safety Data Sheets](#) [Pictograms](#) [Effective Dates](#)



Dr. David Michaels discusses the publication of the Final Rule for Hazard Communication
[\[Video\]](#) [\[Statement\]](#)

"Exposure to hazardous chemicals is one of the most serious threats facing American workers today," said U.S. Secretary of Labor Hilda Solis. "Revising OSHA's Hazard Communication standard will improve the quality and consistency of hazard information, making it safer for workers to do their jobs and easier for employers to stay competitive."

The Hazard Communication Standard (HCS) is now aligned with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). This update to the Hazard Communication Standard (HCS) will provide a common and coherent approach to classifying chemicals and communicating hazard information on labels and safety data sheets. Once implemented, the revised standard will improve the quality and consistency of hazard information in the workplace, making it safer for workers by providing easily understandable information on appropriate handling and safe use of hazardous chemicals. This update will also help reduce trade barriers and result in productivity improvements for American businesses that regularly handle, store, and use hazardous chemicals while providing cost savings for American businesses that periodically update safety data sheets and labels for chemicals covered under the hazard communication standard.

Hazard Communication Standard

In order to ensure chemical safety in the workplace, information about the identities and hazards of the chemicals must be available and understandable to workers. OSHA's Hazard Communication Standard (HCS) requires the development and dissemination of such information:

- Chemical manufacturers and importers are required to evaluate the hazards of the chemicals they produce or import, and prepare labels and safety data sheets to convey the hazard information to their downstream customers;
- All employers with hazardous chemicals in their workplaces must have labels and safety data sheets for their exposed workers, and train them to handle the chemicals appropriately.

Highlights

- NEW** [API Letter A](#) | [API Letter B](#) | [API Letter C](#) | [API Letter D](#)
- NEW** [Hazard Communication: Small Entity Compliance Guide for Employers That Use Hazardous Chemicals*](#)
- NEW** [Hazard Communication: Steps to an Effective Hazard Communication Program for Employers That Use Hazardous Chemicals Fact Sheet*](#)
- NEW** [Letter of Interpretation](#): Classification of Combustible Dusts under the Revised Hazard Communication Standard. [1910.1200; 1910.1200(d)]
- NEW Comparison of NFPA 704 & HCS 2012 Labels QuickCard [\[PDF*\]](#)
- [HCS/HazCom 2012 Final Rule](#)
 - HCS/HazCom Final Rule [Regulatory Text](#)
 - Federal Register**: The Final Rule was published on March 26, 2012 and became effective May 25, 2012
 - [Federal Register \[PDF*\]](#), 52 MB
 - [2013 Corrections Notice](#)
- HCS Comparison: HazCom 1994 and HazCom 2012
 - [Side-by-side](#)
 - [Redline Strikeout of the Regulatory Text](#)
- [HazCom 1994](#)
- Press Release**: US Department of Labor's OSHA publishes final rule to update the Hazard Communication Standard (HCS)
- Guidance
 - [OSHA Briefs: Safety Data Sheet*](#)
 - [Label and Pictogram Brief*](#)
 - [Fact Sheet](#)
 - [December 2013 Training Fact Sheet*](#)
 - [Quick Cards](#)
- [August 2012 OSHA/SCHC Alliance Webinar](#) [\[PDF\]](#)
- [Downloadable Hazard Communications 2012 Presentation \[PPTX*\]](#),]
- [July 2013 OSHA/SCHC Alliance Webinar](#): [\[PDF\]](#) "Hazard Communication: 1 Year of Implementation"
- [Downloadable 2013 Hazard Communication Presentation \[PPTX*\]](#)
- [Question of the Month](#)

www.osha.gov
1-800-321-OSHA (6742)

Job Safety and Health It's the law!

OSHA
Occupational Safety
and Health Administration
U.S. Department of Labor

EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at, or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records, and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

This free poster available from OSHA –
The Best Resource for Safety and Health



Free assistance in identifying and
correcting hazards or complying with
standards is available to employers,
without citation or penalty, through
OSHA-supported consultation
programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 1904-1-0000

**Thank You
for Your
Time**