



GOALS

This safety session should teach employees to:

- Be aware of their rights under the Occupational Safety and Health Administration (OSHA).
- Know how to exercise those rights.
- Realize that they have the responsibility to protect themselves as well by obeying safety rules.

Applicable Regulations: Occupational Safety and Health Act of 1970, General Duty Clause Section 5(a)(1); 29 CFR 1903 (OSHA Notice and Information Availability; OSHA Inspections); 29 CFR 1904 (Injury and Illness forms); 29 CFR 1910.1200, (Hazard Communication Standard (HazCom)); and other standards with rights to information, medical surveillance, access to medical and exposure records, etc.



1. The General Duty Clause guarantees the most basic right to workers.

- Each employer must furnish its employees with a place of employment “free from recognized hazards that are causing or likely to cause death or serious physical harm.”
- Each employer must comply with occupational safety and health standards under this Act.
- Employers may be cited for unsafe conditions under the General Duty Clause in cases in which there is no specific OSHA regulation that applies.

2. Employers must post OSHA notices of employees’ rights.

- A worker has the right to decline to perform an assigned task because of a reasonable belief that under the circumstances, the task poses an imminent risk of death or serious bodily harm.
- Employees have the right to complain to OSHA about unsafe conditions.
- No employer is allowed to discipline or terminate any employee who complains to OSHA or cooperates with OSHA inspectors.
- Employees are permitted to have representatives accompany OSHA compliance officers on inspections.
- If OSHA cites an employer for violations, that notice must be posted, and the employer must correct the violations.

3. Employers must keep records of job-related injuries and illnesses.

- These records are kept on the OSHA 300 log, OSHA 301 incident reports, and OSHA 300A annual summary.
- The OSHA 300A summary must be posted for employees to view each year during February, March, and April.
- The log OSHA 300 includes all job-related injuries and illnesses that result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.
- The recordkeeping regulation includes requirements for recording employee hearing loss, medical removal under an OSHA standard, and work-related tuberculosis.
- In addition, employers must to record needlestick injuries on the OSHA 300 log.



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4. The Hazard Communication Standard (HazCom) gives employees the “right to know” about hazardous substances they work with.

- Employers must have safety data sheets (SDSs) for each hazardous substance in the workplace available to employees at all times.
- Workers must receive training in how to protect themselves from these hazards.
- Employers must supply personal protective equipment (PPE) to workers when it is necessary, and train them in its proper use.

5. Employee information and antidiscrimination; Each employee must be informed that:

- Employees have a right to report work-related injuries and illnesses free from retaliation.
- The employer’s procedures for reporting work-related injuries and illnesses are reasonable and do not deter or discourage employees from reporting.
- Employers are prohibited from discharging or in any manner discriminating against employees for reporting work-related injury and illness.

6. Employees have the right to know about hazardous exposures.

- Employers may be required to monitor areas to measure employee exposure to hazardous substances in the air.
- Employees have the right to inspect the reports from this monitoring.
- Under certain standards, employees also have rights to medical testing, and they have the right to see those results.

7. Employees have the responsibility to obey safety rules.

- OSHA requires workers to follow safety rules.
- The rules won’t protect workers unless they follow them.
- Workers should take advantage of their safety training to keep themselves safe.
- They should use PPE whenever it is required.



DISCUSSION POINTS:

What are some of the OSHA rules that apply in this workplace? Is PPE required for certain operations in this workplace?



CONCLUSION:

The OSHA regulations have been developed to protect workers. Workers need to do their part by always obeying them.



TEST YOUR KNOWLEDGE:

Have your employees take the Workplace Safety Under OSHA quiz. By testing their knowledge, you can judge how well they understand their rights and whether they need to review this important topic again soon.



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WORKPLACE SAFETY UNDER OSHA QUIZ

- 1. The Occupational Safety and Health Administration (OSHA) gives employees the right to information about its purpose and regulations.**
a. True b. False
- 2. OSHA requires employers to post a notice that warns employees of penalties for requesting an OSHA inspection.**
a. True b. False
- 3. OSHA's Hazard Communication Standard gives employees the right to know about hazardous chemical risks in the workplace, as well as how to protect themselves.**
a. True b. False
- 4. OSHA gives employees the right to complain to OSHA about unsafe conditions.**
a. True b. False
- 5. OSHA gives employees the right to see results of employee exposure monitoring only when it reveals employees are in danger.**
a. True b. False
- 6. Employees have the right to see their personal medical records relating to workplace exposures.**
a. True b. False
- 7. Employees have the right to view the OSHA 300 log of job-related injuries and illnesses.**
a. True b. False
- 8. Employers have the right to prevent employees from answering an OSHA inspector's questions.**
a. True b. False
- 9. Employees have the right to ask for OSHA inspections or report safety concerns without fear of being fired or disciplined for that reason.**
a. True b. False
- 10. Employers must supply personal protective equipment PPE when it is required by OSHA standards.**
a. True b. False

When you have completed this quiz, turn it in to your supervisor.

Name: _____

Date: _____



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ANSWERS TO WORKPLACE SAFETY UNDER OSHA QUIZ

1. a. True.
2. b. False. Employees have the right to request an OSHA inspection.
3. a. True.
4. a. True.
5. b. False. Employees have the right to see the results of exposure monitoring that applies to them, whether the results are positive or negative.
6. a. True.
7. a. True.
8. b. False. Workers have the right to talk with OSHA inspectors.
9. a. True.
10. a. True.