

YOUR OSHA RIGHTS

What is OSHA?

OSHA is the Occupational Safety and Health Administration, which was created by the Occupational Safety and Health Act to protect workers from health and safety hazards in the workplace and on the job.

What Does OSHA Do?

1. Sets legal standards to protect workers= health and safety on the job
2. Enforces standards
3. Inspects workplaces
4. Gives employers information to make the workplace safer and healthier
5. Enforces workers= rights to make an OSHA complaint without punishment by the employer.
6. Establishes reporting and record-keeping procedures to keep track of job-related injuries and illnesses

Who Is Covered by OSHA?

Most workers are covered by OSHA, but not all. Those NOT covered are:

1. State, county and city government workers in Massachusetts
2. Workers in workplaces regulated by another federal agency (such as mining and seafaring)
3. Self-employed people
4. Federal employees. Although OSHA can inspect many federal agencies and make recommendations for protecting workers= health and safety, it cannot enforce regulations.

What Are My Rights Under OSHA?

1. You have the right to a workplace that is free of known hazard, even if there is no rule about a specific workplace hazard. This is called the “general duty clause.”
2. You have the right to ask for and get information from your boss about safety and health hazards on the job.
3. You have the right to see your medical and exposure records.

4. You have the right to see copies of OSHA regulations that are relevant to your workplace.
5. You have the right to look at the company records of injuries and illnesses that have happened at work.
6. You have the right to refuse dangerous work if you believe, with reason, that you could be immediately seriously hurt or killed **and** you asked your boss to eliminate the danger **and** there was no safer way to do the job.
7. You have the right to make a complaint to OSHA about dangerous conditions on your job. OSHA will not reveal your name to your boss.
8. You have the right to be protected from punishment by your employer for using your other rights.

What Does MY Boss Have to Do?

1. Provide a workplace free of known hazards.
2. Obey all OSHA regulations.
3. Put up the OSHA Job Safety and Health poster where all workers can see it.
4. Tell OSHA within 8 hours about any workplace accident that kills a worker or sends five or more workers to the hospital.
5. Keep records of job-related injuries and illnesses and post an annual summary in February that every worker can see.
6. Allow a worker representative to go with an OSHA inspector during an inspection.
7. Never punish a worker for using their OSHA rights.
8. Post a written notice of OSHA citations at or near the work site where the violations happened. This has to stay up for at least three days or until the violation is corrected.
9. Correct hazards within the time period set by OSHA in a citation.