WHAT AN EMPLOYER MUST DO:

All employers must provide work and workplaces that are safe and healthy. In other words, an employer must not fail to follow the Cal/OSHA standards for ensuring job safety and health. Failure to do so can result in the threat of a life or serious injury to employees. 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 other 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 do work that violates Cal/OSHA law.

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 and request an inspection of your workplace if conditions there are unsafe or unhealthful. This is done by contacting 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 it.

You also have the right to bring unsafe or unhealthful conditions to the attention of the Cal/OSHA investigator making an inspection of your workplace. Upon request, Cal/OSHA investigators will provide the names of employees who submit or make statements during an inspection or investigation.

Any employee has the right to refuse to perform work that would violate a Cal/OSHA or any occupational safety or health standard or order where such violation would create a real and apparent hazard to the employee or other employees.

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 law. An employer, or any person who fires or punishes an employee for exercising your rights, may file a complaint about this type of discrimination by contacting the nearest office of the Department of Industrial Relations. Division of Labor Standards Enforcement (State Industrial Relations Board) at the San Francisco Office of the U.S. Department of Labor, Occupational Safety and Health Administration. (Employees of state or local agencies may file these complaints with the State Labor Commissioner.) Consult your local telephone directory for the office nearest you.

EMPLOYEES ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your coworkers safe, you should tell your employer about any hazard 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:

For more help 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 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.

Call the FREE Worker Information Hotline - 1-866-924-9775

SPECIAL RULES APPLY IN WORK AROUND HAZARDOUS SUBSTANCES:

Users who employ any substance listed as a hazardous substance in Section 339 of Title 8 of the California Code of Regulations, or subject to the Hazard Communication Standard (T8 CCR Section 5194), must provide employees with information on the contents of Safety Data Sheets (SDS), or equivalent.

Enforcement of Cal/OSHA job safety and health standards is carried out by the Division of Occupational Safety and Health, under the California Department of Industrial Relations, which has primary responsibility for administering the Cal/OSHA program. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board.