

Sample Lesson Plan
Construction Industry Training Program
Employees' Workplace Rights

Introduction

The employer has a legal obligation to inform employees of OSHA safety and health standards that apply to their workplace. Upon request, the employer must make available copies of those standards and the OSHA law itself. If more information is needed about workplace hazards than the employer can supply, it can be obtained from the nearest OSHA area office. Under the OSH Act, employers have a general duty to provide work and a workplace free from recognized hazards. Citations may be issued by OSHA when violations of standards are found and for violations of the general duty clause, even if no OSHA standard applies to the particular hazard.

Instructor's Activities

- Powerpoint Presentation
- Participant Feedback

Learning Objectives and Outcomes

- I. Employers must establish a written, comprehensive hazard communication program that includes provisions for container labeling, material safety data sheets, and an employee training program.
- II. Employers must inform employees of the existence, location, and availability of their medical and exposure records when employees first begin employment and at least annually thereafter.
- III. OSHA encourages employers and employees to work together to reduce hazards. Employees should discuss safety and health problems with the employer, other workers, and union representatives (if there is a union).
- IV. If a hazard is not being corrected, an employee should contact the OSHA area office (or state program office) having jurisdiction. If the employee submits a written complaint and the OSHA area or state office determines that there are reasonable grounds for believing that a violation or danger exists, the office conducts an inspection.
- V. Under Section 8(e) of the Act, the workers' representative has a right to accompany an OSHA compliance officer (also referred to as a compliance safety and health officer, CSHO, or inspector) during an inspection.
- VI. Workers have a right to talk privately to the compliance officer on a confidential basis whether or not a workers' representative has been chosen.
- VII. OSHA will not tell the employer who requested the inspection unless the complainant indicates that he or she has no objection.
- VIII. Employees have a right to seek safety and health on the job without fear of punishment.

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