Department of Industrial Relations - CAL/OSHA

Safety and Health Protection on the Job

California law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSAI). This poter explains some basis requirements and procedures to comply with the start's wonkplace safety and health standards and orders. The law requires that this poster be displayed, Failure to do so could result in a substantial penalty. orders. The law requires that this poster be displayed. Failure to do so could resurt of Cal/OSHA standards can be found at www.dir.ca.gov/samples/search/query.htm.

WHAT AN EMPLOYER MUST DO:

WHAT AM EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In other words, as an employer, you must follow state lews governing job safety and health. Failure to do so can result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster in a conspinous place where notices to employees are customarily posted so everyone on the job can be aware of basis rights and responsibilities.

You must have a with an and felticine liquin partill libers Prevention Program (IPPY) meeting the requirements of California Code of Regulations, title 8, vection 2003 (www.dicca.gov/bites/2203.html). 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.

pempages an electrification of the hazards using to each job assignment. You must convert all publication condition that you bear may result in injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarrenation. You must notify a local CalifOSM destinct office of lary serious largery or illexes, or death, eccurring on the jubble serve to be this minimaterity affect calling the consequence jubble to assist the injured employee. Failure to report a revious injury or illness, or death, within 8 hours can result in a minimum diel penalty of \$5.5000. of \$5,000

WHAT AN EMPLOYER MUST NEVER DO:

Never permit an employee to be exposed to harmful substances without providing adequate protection

EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:

not be fired or punished in any way for filing a complaint about assale or unbealthful working, or for otherwise cerectiving your rights to a sale and healthful working for the properties of t

YEES ALSO HAVE RESPONSIBILITIES:

SPECIAL RULES APPLY FOR WORK AROUND HAZARDOUS SUBSTANCES:

PECULA, INJECT NET L. TOWN WORK AND UNITAL PROCESSION SUBSTANCES: Implypers who us are you behance that is listed as a hazardous substance in California Code of Regul title 8, section 339 (www.dicz.ag.ov/tilled/339.html), or is covered by the Hazard Communication action of the Work area, access to safety data sheets, and training on how to use hazardous chemicals in their work area, access to safety data sheets, and training on how to use hazardous

representative, or an elempters preplacular, implication and records and records of exposure to potentially totic materials or harmful physical agents. Employees that the first to see and copy there were the representatives to account records of employee copy and the copy of the c Any employee or their representative has the right to observe monitoring or measuring of employee exposure to hazards conducted to comply with CaI/OSHA regulations.

WHEN CAL/OSHA COMES TO THE WORKPLACE:
A trained Cal/OSHA safety engineer or industrial hyglenist may visit the workplace to make sure your company is obeying workplace safety and health laws.

Inspections are also conducted when an employee files a valid complaint with CaUOSHA.
CaUOSHA also goes on-site to the workplace to investigate a serious injury or illness, or fatality.
When an inspection begins, the CaUOSHA investigator will show official identification.

The employer, or someone the employer chooses, will be given an opportunity to accompany the investigant during the inspection. An authorized representative of the employers will be given the same opportunity. When there is no authorized employer expresentative, the investigator will talk to a reasonable number of employers about safety and health conditions at the workplace.

TOLARITORS, ATTATIONS, ARD FEMALIES:
The investigation shows that the employer has violated a safety and health standard or order, Cal/OSHA
may issue a citation. Each oftation carries a monetary penalty and specifies a date by which the violation
must be abated. A notice, which carries no monetary penalty, may be issued in lieu of a citation for certain

Penalty amounts depend in part on the classification of the violation as regulatory, general, years, or writing, and whether the employer failed to aboth a previous violation involving these same behaviors considered. Been partial means, penalty deplotment factors, and minimum aid maximum penalty amounts are set form in claimons (see of Regulations, title 4, section 316 www. dir. cap miller@251.bml). In addition, a will violation that conce does not permanent impairment of the body of any employer can result, upon conviction, in a fine of up to \$150,000 or supriamment up to the years, or both, and if the employer is a corporation or instellability come the file may be up to \$1.5 million.

The law provides that employers may appeal cita Occupational Safety and Health Appeals Board.

An employer who resist a classing, Order to Bale Special Artison, or Special Order must post it has employer who resist a classing, Order to Bale Special Artison, or Special Order must post it prominently at or mart the place of the violation for three working days, or wall the usualse condition is concreted, withdress the longer, to swar employers of diasognith and usy of them. Any employer may protest the time allowed for correction of the violation to the Division of Occupational Safety and Health or on the Conceptional Safety and Health or the Conceptional Safety and Health post of the Conception Safety and Health post of

To learn more about workplace soferly rules, you may contact CaUOSHA Consultation Services for free information, required forms, and publications. You can also contact a local district office of CaUOSHA, if you profets, you may retain a competent private consultant, or ask your workers' compensation insurance carrier for guidance rule obtaining information.

WHISTLEBLOWERS ARE PROTECTED

It is the public policy of the State of California to encourage employees to notify an appropriate government or law enforcement agency, person with authority over the employee, or another employee with authority to investigate, discover, or correct the violation or noncompliance, and to provide information to and testify before a public body conducting an investigation, hearing or inquiry, when they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a local, state or federal rule or regulation.

Who is protected?

Pursuant to California Labor Code Section 1102.5, employees are the protected class of individuals. "Employee" means any person employed by an employer, private or public, including, but not limited to, individuals employed by the state or any subdivision thereof, any county, city, city and county, including any charter city or county, and any school district, community college district, municipal or publiccorporation, political subdivision, or the University of California. [California Labor Code Section 1106]

What is a whistleblower?

A "whistleblower" is an employee who discloses information to a government or law enforcement agency, person with authority over the employee, or to another employee with authority to investigate, discover, or correct the violation or noncompliance, or who provides information to or testifies before a public body conducting an investigation, hearing or inquiry, where the employee has reasonable cause to believe that the information discloses:

- A violation of a state or federal statute.
- 2. A violation or noncompliance with a local, state or federal rule or regulation, or
- With reference to employee safety or health, unsafe working conditions or work practices in the employee's employment or place of employment.

A whistleblower can also be an employee who refuses to participate in an activity that would result in a violation of a state or federal statute, or a violation of or noncompliance with a local, state or federal rule or regulation.

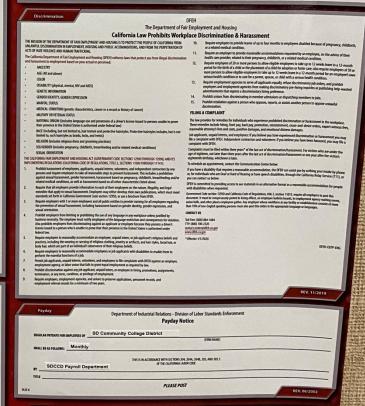
What protections are afforded to whistleblowers?

- An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from being a whistleblower.
- An employer may not retaliate against an employee who is a whistleblower.
- An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of a state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.
- An employer may not retaliate against an employee for having exercised his or her rights as a whistleblower in any former

Under <u>California Labor Code Section 1102.5</u>, if an employer retaliates against a whistleblower, the employer may be required to reinstate the employee's employment and work benefits, pay lost wages, and take other steps necessary to comply with the law.

How to report improper actsIf you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a corporation or limited liability company to its shareholders, investors, or employees, call the California State
Attorney General's Whistleblower Hotline at 1-800-952-5225. The Attorney General will refer your call to the appropriate government authority for review and possible investigation.

Call the FREE Worker Information Helpline – (866) 924-9757 DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA) ERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 – Telephone (5' 3419 Broadway St., Ste. Risk, American Canyon 9450 7718 Meany Ave., Bakersfield 93108 1065 Ster Nillodde Bl., Ste. 110, Forster (by 94404 939141 Chie Centre Di, Ste. 110, Frencen 194538 2559 Maripora St., Rim. 4000, Fressin 93721 330 West Forth St., Rim. 820, List Angeles 90013 320 West Forth St., Rim. 820, List Angeles 90013 4206 Technology Dr., Ste. 3, Modeste 95356 (559) 445-6800 REV. 08/2019



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