

OSHA Rights and Responsibilities Policy

October 24th, 2024

The Occupational Safety and Health Administration (OSHA) protects workers by setting and enforcing standards for safe and healthy workplaces. Here are some of the rights and responsibilities that workers have under OSHA act:

Employees have the responsibility to follow the employer's safe work practices and policies.

Safe workplace

Employers are required to keep workplaces free of health and safety hazards.

Training

Workers have the right to receive training on workplace safety and health in a language they can understand.

Safety equipment

Workers are entitled to required safety equipment, such as gloves or harnesses.

Report hazards.

Workers can speak up about hazards without fear of retaliation. They can also report injuries or illnesses to their employer. E Light also **REQUIRES** employees to report hazards. You can report them to your supervisor, or you can report them to one of the Safety Staff. You can add them to the back of your pre task card and we also have a QR code posted on all the projects at the safety postings. You can scan that code and report hazards with your smart phone and these reports go directly to the Director of Education and Loss Prevention.

Request an inspection.

Workers can request a confidential OSHA inspection of their workplace. They can also participate in the inspection and speak privately with the inspector.

Access records

Workers can access their medical records, exposure records, and records of work-related injuries and illnesses.

File a complaint.

Workers can file a complaint with OSHA if they have been retaliated against for exercising their rights.

Refuse to work.

Workers can refuse to work in a situation where they believe they are exposed to an imminent danger. This is known as STOP WORK AUTHORITY. E Light, by company policy takes this to the next level. Our policy is that employees not only have the right to do this, but they are also required to do this. E Light employees are also expected to say something when they see someone doing something unsafe or recognize a hazard that has not been identified. This includes telling fellow employees they see not wearing the proper PPE, that they need to put on their PPE, or any other violation of company policy or safety hazard. You are expected and required to address it immediately with the fellow employee. If you cannot resolve the matter with the fellow employee, notify your supervisor immediately. If you cannot resolve the issue with your supervisor, notify the Director of Education and Loss Prevention.

Workers can report OSHA violations online, by phone, or by mail. The toll-free number for OSHA is 1 800 321 OSHA 6742.