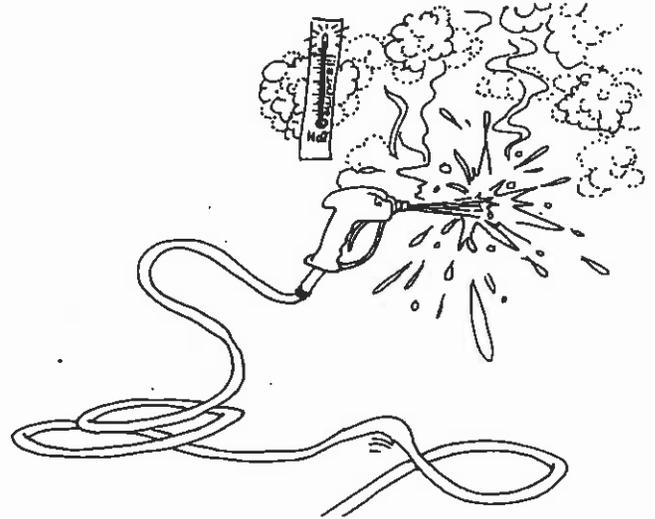
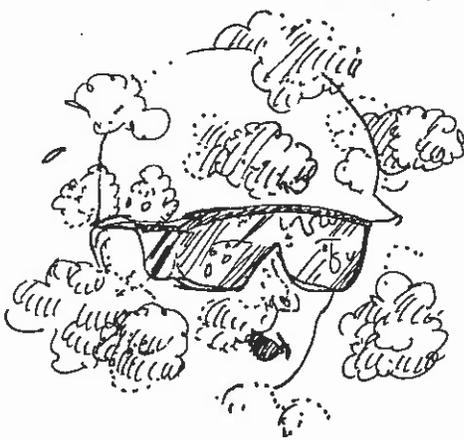


SANITATION SHIFT CAN BE DANGEROUS! WORKER'S RIGHTS UNDER OSHA



What is the OSH Act and what does it say?

The OSHA Act, or the Occupational Safety and Health Act, is a federal law that was passed in 1970 after workers and unions demanded improved health and safety conditions at work.

The OSH Act states that it is the responsibility of the employer “to assure....so far as possible, every working man and woman in the nation safe and healthful working conditions.” This is known as the “General Duty Clause” of the OSH Act.

What is the Occupational Safety and Health Administration or OSHA?

The OSH Act set up the Occupational Safety and Health Administration (OSHA) to:

- Establish minimum safety and health standards that employers must meet
- Conduct workplace inspections to enforce these standards.

What kind of rights do workers have under the OSH Act?

Under the OSH Act, workers have the right to:

- Information
- Participate in workplace inspections by OSHA
- Non-discrimination
- Training

THE RIGHT TO INFORMATION

You have the right to:

COPIES of your own medical records: OSHA *Access to Employee Exposure and Medical Records Standard*, 29 CFR 1910.1020

RESULTS of air sampling, noise monitoring or any health and safety testing that was done in your workplace (same standard as above)

RECORDS of workplace illnesses or injuries, or OSHA 300 Log of Injuries and Illnesses, which are maintained by the employer and must be made available upon request to workers and their union representatives. The OSHA Log, Form 300-A, must also be posted in the workplace from February 1 to April 30, of every year in a place visible by all employees.

MSDSs, or Material Safety Data Sheets, which lists the health and safety dangers of toxic chemicals used in the workplace, as well as exposure limits, symptoms of overexposure and the protective measures needed when handling workplace chemicals. This right is provided under OSHA's *Hazard Communication Standard*, 29 CFR 1910.1200.

THE RIGHT TO FILE AND PARTICIPATE IN OSHA INSPECTIONS

You have the right to:

FILE an OSHA complaint. OSHA will come out to your workplace to inspect hazardous conditions. The complaint must be signed and should list the specific hazards and areas that you are concerned about. It is best to file an OSHA complaint through your union to obtain maximum protection in the inspection process.

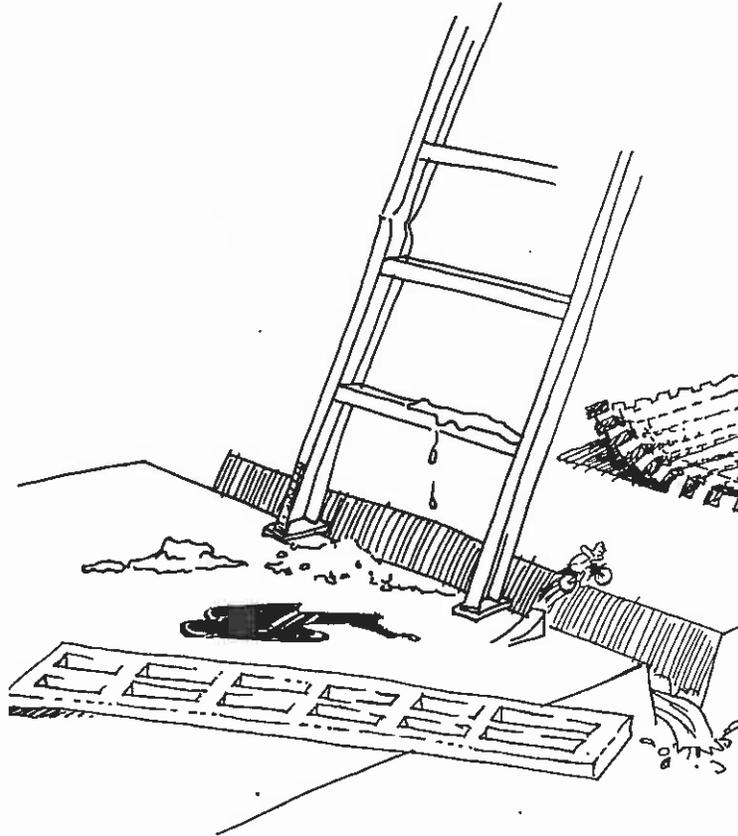
REMAIN anonymous when you file a complaint with OSHA. That means that your name will not be given to the employer when OSHA conducts an inspection, **but you must let OSHA know that you wish to remain anonymous.**

PARTICIPATE in the opening conference of the inspection, as a union representative or a steward.

PARTICIPATE in the walkaround inspection, as a union representative or steward or as the person designated by the union to walk with the inspector.

PARTICIPATE in a closing conference with OSHA, as a union representative or steward.

SEE copies of the OSHA citations that may be issued by OSHA as a result of the inspection. The OSHA citation(s) must be posted in The workplace.



Among the many hazards in nighttime sanitation in meatpacking, poultry and food processing plants, slips trips, and falls are very common. The floors are slick with grease, blood, water, and fat. Ladders are sometimes damaged, and grates on the floor are sometimes missing or damaged.

THE RIGHT TO NON-DISCRIMINATION

You have the right to:

NOT BE DISCRIMINATED against by your employer for exercising any of your rights under OSHA.

FILE a complaint with OSHA, within 30 days, if you believe you have been discriminated against for exercising your OSHA rights (called an 11c complaint).

THE RIGHT TO TRAINING



You have the right to:

TRAINING AND EDUCATION on chemical hazards, health and safety effects of toxic chemicals used in your workplace, fire hazards, emergency escape, lockout/tagout when maintaining and servicing machinery, and personal protective equipment, as well as other topics that affect your health and safety on the job.

These training requirements are found in the OSHA standards including *Hazard Communications Standard*, *Lockout/Tagout*, *Personal Protective Equipment*, *Respiratory Protection*, and others that are specific to the Cleanup shift

(For more about workers' rights under OSHA, visit www.osha.gov, and the UFCW site at www.ufcw.org)

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