

# YOUR RIGHT TO A SAFE WORKPLACE



OSHA is the Occupational Safety and Health Administration, a federal government agency that protects workers' safety and health. The following are your rights and your employer's responsibilities under OSHA. The rights that are described here cover workers regardless of immigration status.

## WHAT ARE MY RIGHTS UNDER OSHA?

- You have the right to be safe when you are working.
- You have the right to be trained on safety and health problems at your job.
- You have the right to use the bathroom during work hours.
- You have the right to ask for information about things you think are dangerous at work. Your employer has to give you the information you ask request (for example, types of chemicals, air tests, etc.)
- You have the right to see your medical records and information about your exposure to harmful chemicals.
- You have the right to see copies of OSHA rules that are important to your workplace.
- You have a right to know about people who have gotten sick or hurt at work.
- You have the right to complain to OSHA about hazards at work. OSHA will not give your name to your employer.
- If OSHA inspects your workplace, you have the right to speak privately with the inspector about unsafe conditions.
- You cannot be punished or fired for using your safety rights under OSHA.

### Right to Refuse Dangerous Work

You have the right to refuse dangerous work if you follow **all three** of these rules:

- You can refuse work that you really believe could kill or badly hurt you;
- You can refuse dangerous work if you asked your employer to fix the danger;
- You can refuse dangerous work if you offer to do other safe work until the danger is fixed.

You cannot be fired for refusing unsafe work if you follow these three rules.



**Retail, Wholesale and Department Store Union**  
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## WHAT DOES MY EMPLOYER HAVE TO DO?

- Your employer has to provide a safe and healthy workplace.
- Your employer has to obey all OSHA rules.
- Your employer has to put up the OSHA Job Safety and Health poster where all workers can see it.
- Your employer has 8 hours to tell OSHA about any workplace accident that kills a worker and 24 hours to report any workplace accident that results in a hospitalization, loss of an eye or amputation.
- Your employer has to keep lists (called "OSHA 300 logs") of people who get sick or hurt at work and put up a summary every year (from February 1 - April 30) that every worker can see.
- Your employer has to allow a worker representative to go with an OSHA inspector during an inspection.
- Your employer has to put up a written notice of OSHA violations at or near the place where they happened. This has to stay up for at least three days or until the problem is corrected.
- Your employer has to correct hazards within the time period set by OSHA.
- Your employer cannot punish a worker for exercising their OSHA rights. Workers have 30 days to file a complaint after a discrimination or termination action.
- Your employer has to offer safety and health information and training in a way that workers can understand it (for example, in other languages, at different reading levels, etc.)

**As a member of a union, your union contract may contain additional health and safety protections.**

**Ask your steward or union representative.**

**For more information (212) 684-5300.**



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