

Your Right to a Safe Workplace

Dwa ou pou travay nan yon kote ki Ansekirite



OSHA is the Agency that Protects Your Safety and Health Rights
***OSHA** se yon Ajans ki Pwoteje Sekirite ak Dwa Sante ou*

What is OSHA?

OSHA is the Occupational Safety and Health Administration. It is a federal government agency that protects worker safety and health.

This booklet explains your rights and your employer's responsibilities under OSHA. **The rights that are described here cover workers regardless of immigration status.**

Kisa ki OSHA?

OSHA se Sekirite Okipasyonèl ak Administrasyon Sante a. Se yon ajans gouvènman federal ki pwoteje sekirite ak sante travayè yo.

*Tiliv sa a eksplike dwa ou ak responsablite anplwayè ou dapre OSHA. **Dwa yo ki dekri isit la pwoteje travayè yo kèlkeswa sitiyasyon imigrasyon yo.***

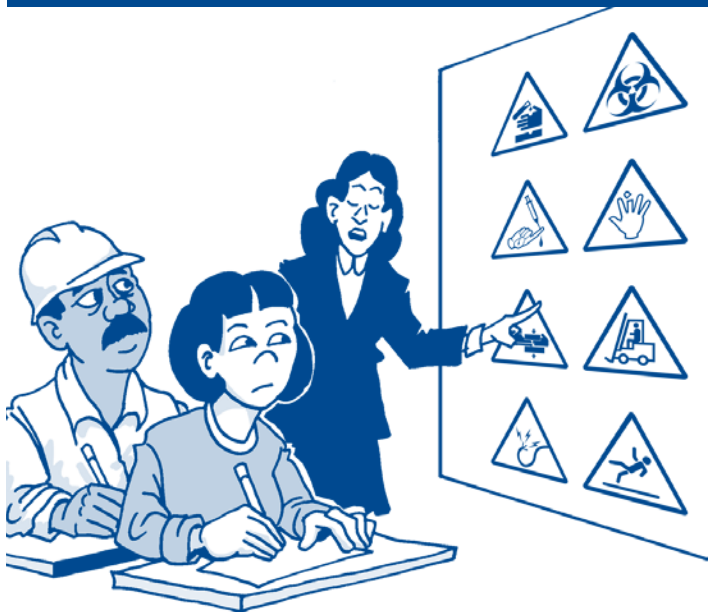
What Are My Rights Under OSHA?

Ki Dwa Mwen Gen Dapre OSHA?



1. You have the right to be safe when you are working.

Ou gen dwa pwoteje kont danje pandan ou ap travay;



- 2.** You have the right to be trained on safety and health problems at your job.

Ou gen dwa resevwa fòmasyon sou pwoblèm sekirite ak sante nan travay ou.



- 3.** You have the right to use the bathroom during work hours.

Ou gen dwa sèvi avèk twalèt la pandan lè travay yo.



4. 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 for (types of chemicals, air tests, etc.)

Ou gen dwa pou mande enfòmasyon sou bagay yo ou panse ki danjere nan travay la. Anplwayè ou oblije bay ou yon repons lè ou mande pou enfòmasyon (sou kalite pwodwi chimik, tès lè, elatriye)



- 5.** You have the right to see your medical records and information about your exposure to harmful chemicals.

Ou gen dwa wè dosye medikal ou ak enfòmasyon sou kontak avèk pwodwi chimik danjere yo.



6. You have the right to see copies of OSHA rules that are important to your workplace.

Ou gen dwa wè kopi règ OSHA yo ki enpòtan nan plas travay ou.



- 7.** You have a right to know about people who have gotten sick or hurt at work.

Ou gen dwa konnen si moun nan plas travay ou vin malad oswa domaje nan plas travay la.



- 8.** You have the right to complain to OSHA about hazards at work. OSHA will not give your name to your employer.

Ou gen dwa pote plent bay OSHA sou kondisyon danjere nan plas travay la. OSHA pap pral bay non ou ba anplwayè ou.



- 9.** If OSHA inspects your workplace, you have the right to speak privately with the inspector about unsafe conditions.

Si OSHA fè enspeksyon nan plas travay ou, ou gen dwa pale avèk enspektè a nan prive sou kondisyon danjere yo.



- 10.** You cannot be punished or fired for using your safety rights under OSHA.

Yo pa kapab bay ou pinisyon oswa revoke ou lè ou sèvi avèk dwa sekirite ou dapre OSHA.



1. Your employer has to provide a safe and healthy workplace.

Anplwayè ou dwe founi yon plas travay ki ansekirite ak ansante.

What Does My Employer Have to Do?



2. Your employer has to obey all OSHA rules.

Anplwayè ou dwe respekte tout règ OSHA yo.



3. Your employer has to put up the OSHA Job Safety and Health poster where all workers can see it.

Anplwayè ou oblije kwoke afich Sekirite ak Sante nan Travay OSHA a nan yon kote tout travayè yo kapab wè li.



- 4.** 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.

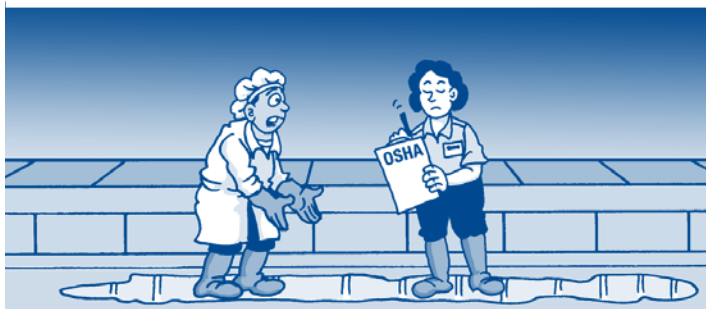
Anplwayè ou gen 8 èdtan pou pale avèk OSHA sou nenpòt aksidan nan travay ki touye yon travayè ak 24 èdtan pou rapòte nenpòt aksidan ki rive nan plas travay la ki lakòz entènè nan lopital, pèt yon zye oswa anpitasyon.

RAPÒ TELEFONIK OSHA 300



5. 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.

Anplwayè ou dwe kenbe lis (ki rele “Rapò Telefonik 300 OSHA yo”) sou moun ki vin malad oswa domaje nan plas travay la epi pibliye yon revizyon chak ane (depi 1 fevriye - 30 avril) ke chak travayè kapab wè.



- 6.** Your employer has to allow a worker representative to go with an OSHA inspector during an inspection.

Anplwayè ou gen dwa pèmèt yon reprezantan travayè yo ale avèk yon enspektè OSHA pandan yon enspeksyon ap fèt.



7. 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.

Anplwayè ou dwe afiche yon avi alekri sou vyolasyon OSHA nan oswa bò kote kote sa a te rive. Afich sa a dwe rete kwoke pou omwen twa jou oswa jiskaske yo fin rezoud pwoblèm lan.



- 8.** Your employer has to correct hazards within the time period set by OSHA.

Anplwayè ou oblije korije zafè danjere yo nan lespas peryòd tan an ke OSHA etabli.



- 9.** Your employer cannot punish a worker for using their OSHA rights. Workers have 30 days to file a complaint after a discrimination or termination action.

Anplwayè ou pa kapab bay yon travayè pinisyon lè li sèvi avèk dwa OSHA li. Travayè yo gen 30 jou pou pote yon plent apre yon aksyon diskriminasyon oswa revokasyon fin rive.



- 10.** Your employer has to offer safety and health information and training in a way that workers can understand it (in other languages, at different reading levels, etc.)

Anplwayè ou dwe ofri enfòmasyon sou sekirite ak sante ak fòmasyon nan yon fason ke travayè yo kapab konprann li (nan lòt lang yo, nan nivo lekti diferan, elatriye)

What Other Safety & Health Protections Do I Have?

1. You have the right to refuse dangerous work if you follow all three of these rules: a) You can refuse work that you really believe could kill or hurt you badly. b) You can refuse dangerous work if you have asked your employer to fix the danger. c) 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.
 2. If you are a member of a union, your contract may contain more safety and health protections. Ask a steward or union representative.
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Mwen Gen Ki Lòt Kalite Pwoteksyon Sekirite ak Sante?

1. *Ou gen dwa refize fè travay danjere si ou swiv tout règ sa yo: a) Ou kapab refize fè travay ke ou reyèlman kwè kapab touye ou oswa domaje ou nan yon fason grav. b) Ou kapab refize fè travay danjere si ou te mande anplwayè ou pou korije zafè danjere a. c) Ou kapab refize fè travay danjere si ou ofri pou fè lòt travay ki san danje jiska zafè danjere a fin ranje. Yo pa kapab revoke ou si ou refize fè travay danjere si ou swiv twa règ sa yo.*
2. *Si ou se yon manm sendikal, kontra ou gen dwa gen plis pwoteksyon sekirite ak sante yo. Mandè yon jèran oswa yon reprezantan sendikal.*



For more information / Pou resevwa plis enfòmasyon

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Materyèl sa a te pwodwi grasa sibvansyon SH-23561-12-60-F-11 a ki soti nan men Sekirite Okipasyonèl ak Administrasyon Sante, Depatman Travay Etazini a. Li pa nesesèman reflete opinyon oswa règleman Depatman Travay Etazini a, nonplis li pa mansyone non mak, pwodwi komèsyal, oswa òganizasyon yo ki andose pa Gouvènman Etazini a.

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