

Your Right to a Safe Workplace

Koj Txoj Cai kom tau ib lub Chaw Haujlwm Nyab Xeeb



OSHA is the Agency that Protects Your Safety and Health Rights
OSHA yog ib lub Koomhaum uas Tiv Thaiv Koj Txoj Kev Nyab Xeeb
thiab Txoj Cai Noj Qab Haus Huv

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.**

OSHA yog dabtsi?

OSHA yog *Occupational Safety and Health Administration*. Nws yog ib lub koomhaum nom tswv loj uas tiv thaiv tus neeg ua haujlwm txoj kev nyab xeeb thiab kev noj qab haus huv.

Phau ntawv no piav qhia txog koj cov cai thiab koj lub chaw haujlwm cov kev feem xyuam nyob rau hauv OSHA. **Cov cai uas tau muab piav qhia rau ntawm no yog hais kav tau rau cov neeg ua haujlwm tsis hais txog lawv tej ntaub ntawv tsiv teb tsaws chaw.**

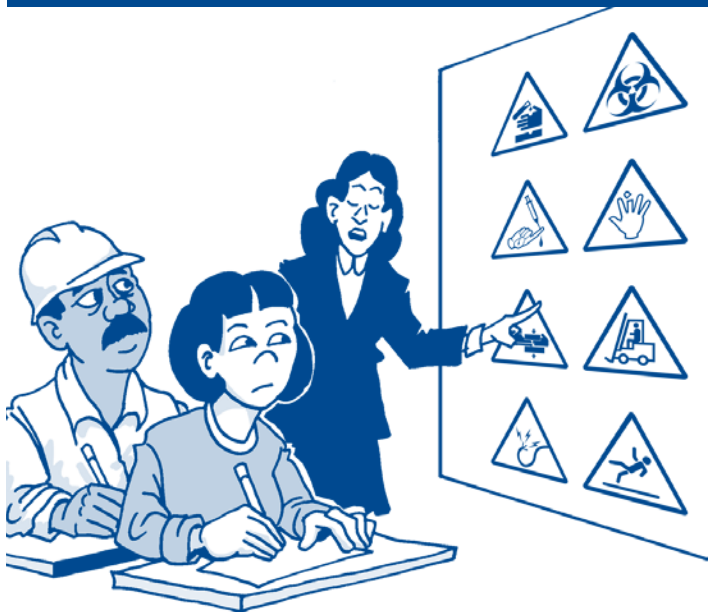
What Are My Rights Under OSHA?

Kuv Cov Cai nyob hauv OSHA yog dabtsi?



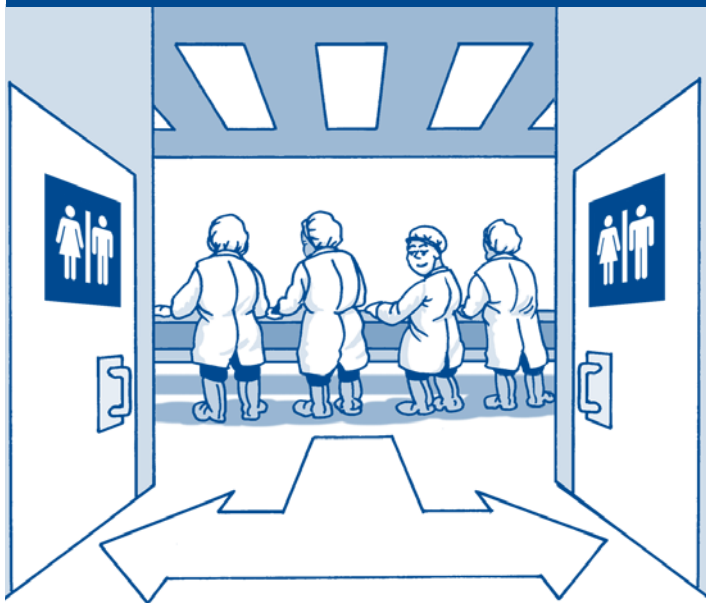
1. You have the right to be safe when you are working.

Koj muaj txoj cai kom tau kev nyab xeeb thaum uas koj ua haujlwm.



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

Koj muaj txoj cai kom tau kev cob qhia txog kev nyab xeeb thiab cov teeb meem rau txoj kev noj qab haus huv ntawm koj txoj haujlwm.



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

Koj muaj txoj cai los mus siv chav dej mus thaij thaum lub caij ua haujlwm.



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.)

Koj muaj txoj cai los mus noog tej ntsiab lus hais txog tej yam koj xav tias txaus ntshai ntawm lub chaw ua haujlwm. Koj lub chaw ua haujlwm yuav tsum tau muab cov ntsiab lus koj noog ntawd rau koj (hom tshuaj dabtsi, kev kuaj xyuas tej pa yus ua, thiab lwm yam ntxiv.)



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

Koj muaj txoj cai los mus saib koj cov ntaub ntawv kho mob uas muab teev tseg thiab cov ntsiab lus hais txog txoj kev muaj feem raug tej yam tshuaj phem.



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

Koj muaj txoj cai los mus saib ib cov ntawv luam tseg ntawm OSHA cov kev cai tswj uas tseem ceeb rau koj lub chaw ua haujlwm.



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

Koj muaj txoj cai los paub txog cov tib neeg uas tau muaj mob los yog raug mob ntawm lub chaw ua haujlwm.



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

Koj muaj txoj cai los mus tawm tsam tsis txaus siab rau OSHA txog tej yam kev phem nyob ntawm lub chaw ua haujlwm. OSHA yuav tsis muab koj lub npe rau koj lub chaw haujlwm.



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

Yog tias OSHA tuaj kuaj xyuas koj lub chaw ua haujlwm, koj muaj txoj cai tham lus yam tsis pub lwm tus paub nrog rau tus neeg tuaj kuaj txog tej yam teeb meem tsis nyab xeeb.



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

Koj yuav tsis raug txim los yog raug ncaws tawm haujlwm yog tias koj siv koj cov cai nyab xeeb nyob hauv OSHA.

What Does My Employer Have to Do?

Kuv Lub Chaw Haujlwm Yuav Tsum Ua Tau Dabtsi?



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

Koj lub chaw haujlwm yuav tsum muab kom tau ib lub chaw ua haujlwm nyab xeeb thiab noj qab haus huv rau koj.

What Does **My Employer** Have to Do?



2. Your employer has to obey all OSHA rules.

Koj lub chaw haujlwm yuav tsum ua raws li tas nrho OSHA cov kev tswj.



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

Koj lub chaw haujlwm yuav tsum muab daim ntawv tiv OSHA Txoj Kev Nyab Xeeb thiab Noj Qab Haus Huv Ntawm Haujlwm tiv rau ib qho chaw uas tas nrho cov neeg ua haujlwm pom.



- 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.

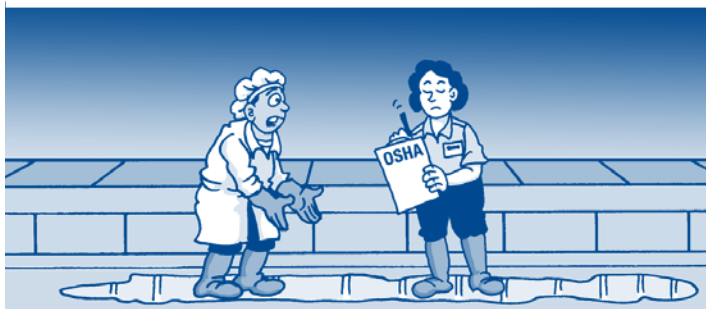
Koj lub chaw haujlwm muaj 8 xooob moos los mus qhia rau OSHA paub txog tej yam kev raug phem twg tom chaw haujlwm uas ua rau ib tug neeg ua haujlwm tas sim neej thiab 24 xooob moos los mus tshaj tawm tej yam kev raug phem tom chaw haujlwm uas tshwm sim neeg rau mus pw tsev kho mob, raug qhov muag piam sij los yog raug tu tes tu taw.

OSHA TEEV NPE 300 COV NTSIAB LUS XAM UA KE HUYSI



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.

Koj lub chaw haujlwm yuav tsum teev tseg ib co ntawv teev (hu ua “OSHA 300 teev npe”) ntawm cov neeg uas muaj mob los yog raug mob ntawm lub chaw haujlwm thiab muab xam ua kev huysu txhua lub xyoo (pib thaum Lub Ob Hlis Ntuj Tim 1 txog rau Lub Plaub Hlis Ntuj Tim 30) uas txhua tus neeg ua haujlwm thiaj li pom.



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

*Koj lub chaw haujlwm yuav tsum tso cai rau
ib tug neeg ua haujlwm sawv cev mus nrog OSHA
ib tug neeg kuaj xyuas thaum muaj ib qho kev
kuaj xyuas.*



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.

Koj lub chaw haujlwm yuav tsum tiv ib daim ntawv sau ceeb toom txog cov kev yuam cai OSHA rau ntawm los yog ze lub chaw uas muaj kev tshwm sim dabtsi nyob ntawd. Qhov no yuav tsum cia nyob rau ntawd qhov tsawg kawg yog peb hnuv los yog txog txij qhov teeb meem raug mob kho meej lawm.



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

Koj lub chaw haujlwm yuav tsum txhim kho cov kev phem ua ntej lub caij uas OSHA tau teev tseg.



- 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.

Koj lub chaw haujlwm rau txim tsis tau rau ib tug neeg ua haujlwm yog tias nws siv nws cov cai OSHA. Cov neeg ua haujlwm muaj 30 hnuv los mus ua ntawv foob tsis txaus siab tom qab ib qho kev cais neeg los yog raug lai j tawm haujlwm.



- 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.)

Koj lub chaw haujlwm yuav tsum muab ib co ntsiab lus hais txog kev nyab xeeb thiab kev noj qab haus huv thiab kev cob qhia raws li txoj kev uas cov neeg ua haujlwm nkag siab tau (uas yog hais lwm hom lus, uas yog siv ntau theem kev nyeem tau ntawv uas sib txawv, thiab lwm yam ntxiv.)

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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Kuv Puas Muaj Lwm Cov Kev Tiv Thaiv Kev Nyab Xeeb & Kev Noj Qab Haus Huv Ntxiv Thiab?

1. Koj muaj txoj cai los mus tsis yeem cov haujlwm txaus ntshai yog tias koj ua raws li tas nrho peb txoj kev cai tswj ntawm no: a) Koj muaj feem tsis yeem ua cov haujlwm uas koj yeej ntseeg tau hais tias yuav ua tua tau koj tuag los yog ua rau koj raug mob hnyav. b) Koj muaj feem tsis yeem ua cov haujlwm yog tias koj thov kom koj lub chaw haujlwm kho qhov txaus ntshai ntawd. c) Koj muaj feem tsis yeem ua cov haujlwm txaus ntshai yog tias koj thov ua lwm cov haujlwm uas nyab xeeb txog txij qhov kev txaus ntshai ntawd raug muab txhim kho tau. Koj yuav tsis raug muab lai ntawm haujlwm yog tias koj tsis yeem ua cov haujlwm tsis nyab xeeb yog tias koj ua raws li peb txoj kev caij tswj ntawm no:
2. Yog tias koj yog ib tug tswv cuab rau ntawm ib lub koomhaum pab neeg ua haujlwm, tej zaum koj daim ntawv cog lus ua haujlwm muaj tshaj li ib qho kev tiv thaiv kev nyab xeeb thiab kev noj qab haus huv. Mus noog ib tus neeg tuav haujlwm los yog ib tus neeg sawv cev ntawm lub koomhaum pab neeg ua haujlwm.



ib lub **SUAB** rau cov neeg ua haujlwm Asmeskas

For more information / Yog xav tau cov ntsiab lus ntxiv

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Cov ntaub ntawv nyog yog tsim los nyob rau hauv pob nyiaj pab SH-23561-12-60-F-11 los ntawm the Occupational Safety and Health Administration, U.S. Department of Labor los. Tej zaum nws yuav tsis hais raws li cov kev ntseeg los yog cov kab lis kev cai tswj ntawm U.S. Department of Labor, los yog nws yeej tsis hais txog cov npe teev ua lag luam, cov khoom tsim muag, los yog tias cov koomhaum tau kev pom zoo los ntawm Nom Tswv Asmeskas.

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lub cim puas
yog xim dawb?