



# Introduction to OSHA

OSHA 10-Hour Construction Industry

Required Online Topic Time: 60m



# Learning Objectives



## Duration

60 minutes

## Terminal Learning Objective

Given OSHA historical events and current information, the student will be able to explain the importance of OSHA in providing a safe and healthful workplace to workers covered by OSHA.

## Enabling Learning Objectives

- Explain why OSHA is important to workers
- Explain worker rights under OSHA
- Discuss employer responsibilities under OSHA
- Discuss the use of OSHA standards
- Explain how OSHA inspections are conducted
- Utilize helpful worker safety and health resources



# OSHA's Mission



Occupational Safety and Health Administration (OSHA) is an agency of the U.S. Department of Labor.

OSHA was created by Congress under the Occupational Safety and Health Act of 1970.

The OSH Act covers **all private sector employers and their workers** in the 50 states and all territories and jurisdictions under **federal authority**. Employers and workers in many fields are covered by OSHA, including but not limited to:

- *Manufacturing*
- *Construction*
- *Longshoring*
- *Agriculture*
- *Law*
- *Medicine*
- *Charity*
- *Disaster relief*

Religious groups are covered if they employ workers for secular purposes, such as maintenance or gardening.

# OSHA's Mission continued...



## Knowledge Key

The mission of OSHA is to save lives, prevent injuries and protect the health of America's workers. The OSH Act states that workers have the right to a safe workplace and that it is the employer's responsibility to provide safe and healthy workplaces.

# OSHA's Standards



**OSHA standards appear in the Code of Federal Regulations (CFR) and are then broken down into Parts.**

For example, Part 1910 is known as the general industry standards, and Part 1926 covers the construction industry. Some of the types of industries covered by the general industry standards are manufacturing, the service sector, and health care.





# OSHA's Standards continued...



**OSHA standards are rules that describe the methods that employers must use to protect their employees from hazards.**

These standards **limit the amount of hazardous chemicals** workers can be exposed to, require the use of **certain safe practices and equipment**, and require employers to **monitor hazards** and **keep records** of workplace injuries and illnesses.

When no specific OSHA standards apply to a given situation, employers must comply with the OSH Act's "General Duty Clause," which requires that each employer "furnish ... a place of employment which [is] **free from recognized hazards** that are causing or are likely to cause death or serious physical harm to his employees."

# OSHA's Standards continued...



## Knowledge Key

OSHA standards are rules that describe the methods that employers must use to protect their employees from hazards. These standards limit the amount of hazardous chemicals workers can be exposed to, require the use of certain safe practices and equipment, and require employers to monitor hazards and keep records of workplace injuries and illnesses.

# Employer Responsibilities



**Your employer has many responsibilities under OSHA. These include:**

- *Providing a workplace **free from recognized hazards** and complying with OSHA standards*
- *Providing **training** required by OSHA standards*
- *Keeping **records** of injuries and illnesses*
- *Providing **medical exams** when required by OSHA standards and providing workers **access** to their exposure and medical records*
- ***Not discriminating** against workers who exercise their rights under the Act (Section 11(c))*
- *Posting OSHA **citations** and **abatement** verification notices*
- *Providing and paying for **PPE***

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# Employer Responsibilities

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## Knowledge Key

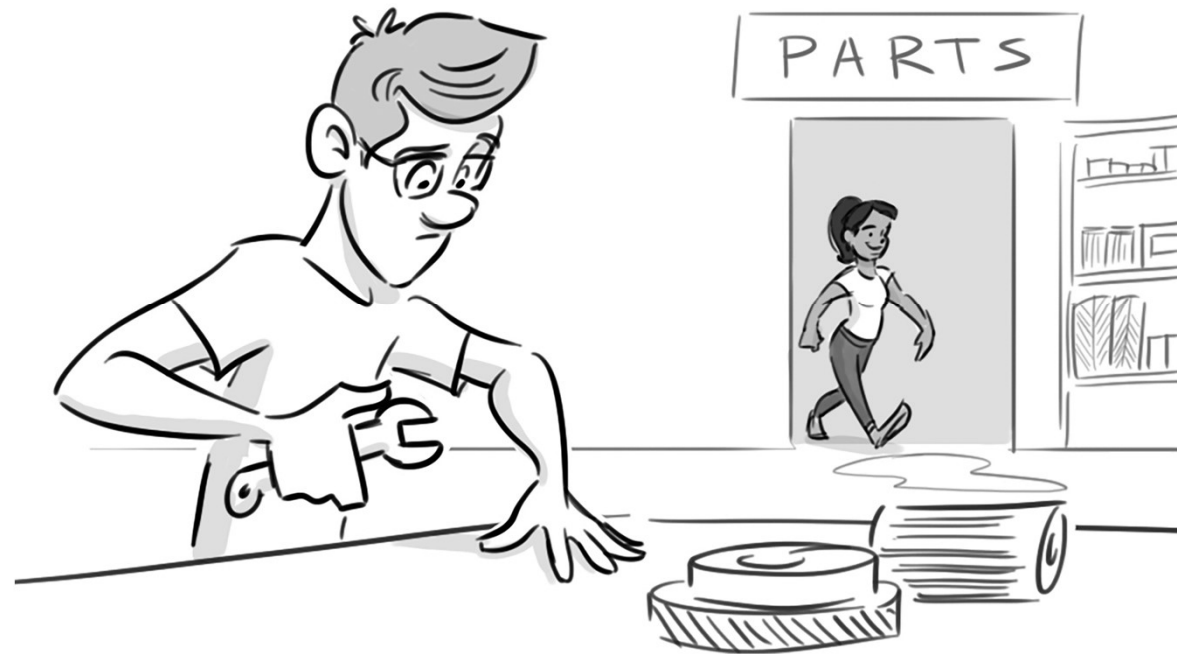
Your employer must follow OSHA's standards. This means that your employer is responsible for providing you, the worker, with training required by OSHA standards, a workplace free of recognized hazards, medical exams when required by OSHA standards, and access to your exposure and medical records. Additionally, your employer must keep records of illnesses and injuries, not discriminate against workers exercising their rights, post OSHA citations and abatement notices, and provide and pay for PPE.

# Workers' Rights and Responsibilities



**Workers should know that OSHA holds **employers responsible** for the safety and health conditions in the workplace and **does not cite workers for violations.****

You, the worker, must follow occupational safety and health standards and rules that apply to your workplace, such as wearing appropriate personal protective equipment while working.



# Workers' Rights and Responsibilities continued...



## Knowledge Key

You, the worker, must follow occupational safety and health standards and rules that apply to your workplace. You have the right to: a safe and healthful workplace, knowledge of hazardous conditions, information on any injuries or illnesses in your workplace, complain or request hazard correction from your employer, training as provided in the OSHA standards, hazard exposure and medical records, the ability to file a complaint with OSHA, participate in an OSHA inspection, and freedom from retaliation for exercising your safety and health rights.

# Inspection Process



## OSHA enforces standards through inspections.

OSHA targets the most dangerous workplaces; industries with **fatalities** and **serious injuries**.

Inspections follow a standard process, consisting of:

- *an opening conference*
- *a walkthrough*
- *a closing conference with the employer*

Workers have the right to participate in the inspection and have the right to participate in any meetings related to the inspection. They can also object to the date set for the violation to be corrected and be notified if the employer files a contest.



# Inspection Process continued...



## Knowledge Key

OSHA enforces standards through inspections, prioritizing the most dangerous workplaces. Inspections follow a standard process, consisting of an opening conference, a walkthrough, and a closing conference. Workers have the right to participate in the inspection to point out safety and health issues in the workplace. They also have the right to participate in any meetings related to the inspection and can object to the date set for the violation to be corrected and be notified if they employer files a contest.



# Reporting Hazards



**The first action** to report a safety hazard should be to contact your team leader, supervisor, manager, safety committee, etc.

While anyone who knows about a workplace safety or health hazard may report unsafe conditions to OSHA, it's a good practice to try to abate the hazard and prevent further exposure before OSHA would need to be involved.

You may file a report **online**, **in person**, by **fax** or **mail**, or **after a phone conversation**.

It is recommended that all forms be **fully completed** and **signed**.

# Reporting Hazards continued...



**Depending on how a complaint is submitted, OSHA may handle in one of several different ways.**

If a complaint is filed over the phone, is not signed, or is not a serious hazard, OSHA will contact the employer by phone, fax, or email.

If the complaint is about a **serious hazard**, OSHA will conduct an **inspection** at the worksite.

If the complaint is **written, signed**, and **submitted** to the OSHA area or State Plan office, OSHA will **most likely** conduct an inspection.

If the complaint is submitted **online**, OSHA will handle most complaints **over the phone**.

# Reporting Hazards continued...



## Knowledge Key

The first action to report a safety hazard should be to contact your team leader, supervisor, manager, safety committee, etc. You may file a report online, in person, by fax or mail, or after a phone conversation. Serious hazards almost always result in a site inspection, as do complaints that are written, signed, and submitted to the OSHA area or State Plan office. Complaints that are submitted online, over the phone, or are not serious hazards will be resolved over the phone. It is recommended that all forms be fully completed and signed.



# Whistleblower Protections



Workers **have a right** to seek safety and health on the job without fear of being retaliated against by your employer.

The OSH Act says the employer shall not punish or discriminate against employees for exercising such rights.

If you have been punished or discriminated against for using your rights, you must file a complaint with OSHA **within 30 days** of the alleged reprisal for most complaints. No form is required, but you **must** send a letter or call the OSHA Area Office nearest you to report the discrimination within 30 days of the alleged discrimination.



# Whistleblower Protections

continued...



**While the OSH Act prevents employers from retaliating against employees for reporting occupational injuries and illnesses, employers are **still allowed** to use **appropriate** disciplinary, incentive, or drug-testing programs.**

However, employers **cannot** use these programs to discourage employees from exercising their right to report injuries and illnesses. OSHA can cite the employer for retaliating against the employee.





# Whistleblower Protections

continued...



## Knowledge Key

It is illegal for your employer to use disciplinary, incentive, or drug testing programs to prevent you from reporting any job safety and health hazards. If you have been punished or discriminated against for using your rights, you must file a complaint with OSHA within 30 days of the alleged reprisal for most complaints.

# Worker Resources



Because of the rights provided to you, the worker, you can utilize some sources **inside** of your workplace, such as:

- *Your employer or supervisor, co-workers and union representatives*
- *Safety Data Sheets (SDSs)*
- *Labels and warning signs*
- *Employee orientation manuals or other training materials*

You can also access resources **outside** of your workplace, such as:

- *NIOSH Website*
- *OSHA Website and OSHA Offices*
- *Healthcare Providers*

HANDOUT #5  
Safety & Health Resources

<http://www.osh-safety.com>

**Government Resources**

**OSHA:** <http://www.osha.gov/> Contact the OSHA Office nearest you or contact the toll free number: 1-800-321-OSHA (6742)

**NIOSH:** <http://www.cdc.gov/niosh/> Phone NIOSH at 1-800-CDC-INFO (1-800-232-4636) or Email at: [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov)

NIOSH is a part of the Centers for Disease Control and Prevention (<http://www.cdc.gov/>). CDC has extensive information on health and safety topics.

**Universities**

**CORNELL UNIVERSITY**  
School of Industrial and Labor Relations:  
<http://www.ilr.cornell.edu/healthSafety/>

**LABOR OCCUPATIONAL HEALTH PROGRAM**, University of California at Berkeley: <http://www.lohp.org/>

**NATIONAL LABOR COLLEGE**, George Meany Center: <http://www.nlc.edu/>

**UCLA**, Labor Occupational Safety and Health (UCLA-LOSH): <http://www.losch.ucla.edu/>

**COSH GROUPS**

COSH groups are private, non-profit coalitions of labor unions, health and technical professionals, and others interested in promoting and advocating for worker health and safety. **If you don't see a COSH group in your area, check the NATIONAL COSH website for local COSH groups.**

**NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY & HEALTH** National COSH is a federation of local and statewide "COSH" groups: <http://www.coshnetwork.org/>

**CACOSH** – Chicago Area Committee on Occupational Safety and Health: <http://www.cacosh.org/>

**MASSCOSH** – Massachusetts Coalition on Occupational Safety and Health: <http://www.masscosh.org/>

**NYCOSH** – New York Committee for Occupational Safety and Health: <http://www.nycosh.org/>

**PHILAPOSH** – Philadelphia Area Project for Occupational Safety and Health: <http://www.philaposh.org/> Prevention (<http://www.cdc.gov/>).

**Unions**

The following is a sample list of unions with links to useful health and safety information.

**AFL-CIO:** <http://www.aflcio.org/issues/Job-Safety>

**AFSCME:** <http://www.afscme.org/issues/73.cfm>

**eLCOSH** – The Electronic Library of Construction Safety and Health is a collection of information on construction safety and health developed by CPWR – Center for Construction Research and Training, with funding by NIOSH: <http://www.elcosh.org/>

**SEIU** (Service Employees International Union) Health and Safety Department: <http://www.seiu.org/a/members/safety-and-health.php>

**UAW** Health and Safety Department: <http://www.uaw.org/healthsafety>

# Worker Resources continued...



## Knowledge Key

There are many resources available to workers who want to find out more information about safety or health issues both inside and outside of their workplace. These include but are not limited to: safety data sheets (SDSs), labels and warning signs, NIOSH, health care providers, and OSHA.

# Practice Questions



1. What is OSHA's mission?

- a. To have personnel in every workplace in the nation
- b. To save lives, prevent injuries, and protect the health of America's workers
- c. To ensure all worker compensation claims are paid

2. What does the General Duty Clause require employers to do?

- a. Pay their employees a living wage
- b. Give their employees a good severance package
- c. Furnish a place of employment free from recognized hazards that can cause death or serious physical harm

3. Which of the following answer options are your employer's responsibility? **Select all that apply.**

- a. Keep records of injuries and illnesses
- b. Provide training required by OSHA standards
- c. Give all workers raises on a regular basis
- d. Post OSHA citations and abatement notices
- e. Provide and pay for PPE

4. You have the right to participate in an OSHA

\_\_\_\_\_.

- a. Retaliation
- b. Inspection
- c. Medical
- d. OSHA

# Practice Questions

continued...



5. An OSHA inspection was conducted at Raul's workplace. He is curious about the results and wonders what actions his employers might have to take to fix any issues found during the inspection. Does Raul have a right to this information?

- a. Yes
- b. No

6. Alicia has filed a complaint regarding a serious hazard that could result in a fatality or serious injury. How will OSHA most likely respond?

- a. Conduct a worksite inspection
- b. Contact the employer by phone, fax, or email

7. Which of the following is a resource within the workplace that will help you find information on safety and health issues? **Select all that apply.**

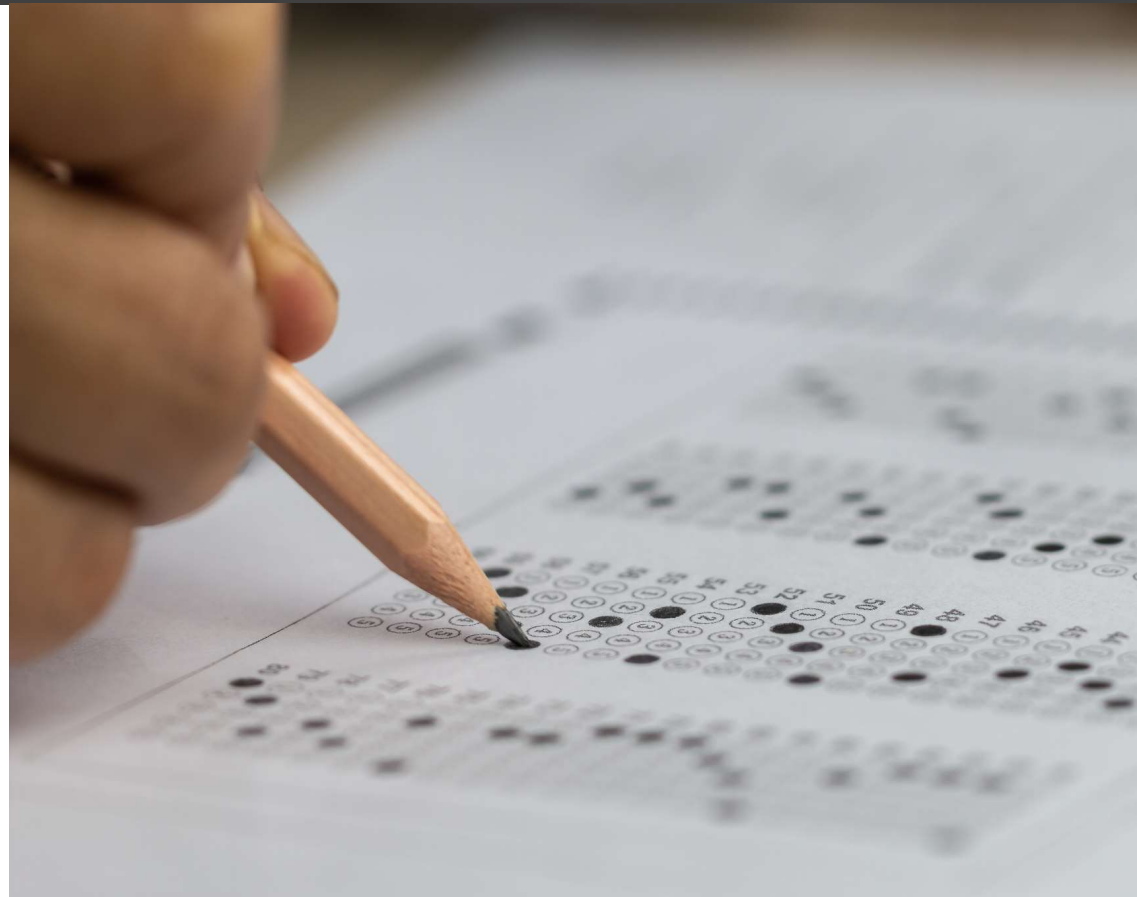
- a. Union representatives
- b. Co-workers
- c. Labels and warning signs



# Practice Questions Answer Key



1. B
2. C
3. A, B, D, E
4. B
5. A
6. A
7. A, B, C



# Conclusion



## Great job!

You have now completed the Introduction to OSHA Construction Industry topic.

