

SAFETY

Employer Responsibilities

- Employers have certain responsibilities under the Occupational Safety and Health Act of 1970.
- The following list is a summary of the most important ones.

Employers Must:

- Provide a workplace free from serious recognized hazards and comply with standards, rules and regulations issued under the OSHA Act.

- Examine workplace conditions to make sure they conform to applicable OSHA standards.

- Make sure employees have and use safe tools and equipment and properly maintain this equipment.

- Use color codes, posters, labels or signs to warn employees of potential hazards.

- Establish or update operating procedures and communicate them so that employees follow safety and health requirements.

- Provide medical examinations and training when required by OSHA standards.

- Post, at a prominent location within the workplace, the OSHA poster (or the state-plan equivalent) informing employees of their rights and responsibilities.

- Report to the nearest OSHA office within 8 hours any fatal accident or one that results in the hospitalization of three or more employees.

- Keep records of work-related injuries and illnesses.
 - (Note: Employers with 10 or fewer employees and employers in certain low-hazard industries are exempt from this requirement.)

- Provide employees, former employees and their representatives access to the Log of Work-Related Injuries and Illnesses (OSHA Form 300).

- Provide access to employee medical records and exposure records to employees or their authorized representatives.

- Provide to the OSHA compliance officer the names of authorized employee representatives who may be asked to accompany the compliance officer during an inspection.

- Not discriminate against employees who exercise their rights under the Act.

- Post OSHA citations at or near the work area involved.
- Each citation must remain posted until the violation has been corrected, or for three working days, whichever is longer.
- Post abatement verification documents or tags.

- Correct cited violations by the deadline set in the OSHA citation and submit required abatement verification documentation.