

Employee Workplace Rights



Employers are responsible for providing a safe and healthful workplace for their employees. OSHA's role is to assure the safety and health of America's working men and women by setting and enforcing standards; providing training, outreach and education; establishing partnerships; and encouraging continual improvement in workplace safety and health.

This handbook provides a general overview of a particular topic related to OSHA standards. It does not alter or determine compliance responsibilities in OSHA standards or the *Occupational Safety and Health Act of 1970*. Because interpretations and enforcement policy may change over time, you should consult current OSHA administrative interpretations and decisions by the Occupational Safety and Health Review Commission and the Courts for additional guidance on OSHA compliance requirements.

This publication is in the public domain and may be reproduced, fully or partially, without permission. Source credit is requested but not required.

This information is available to sensory impaired individuals upon request. Voice phone: (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.



Employee Workplace Rights

U.S. Department of Labor

Occupational Safety and Health Administration

OSHA 3021-01R
2005

Contents

Introduction...3

Worker Rights Under the OSH Act...3

Worker Rights to Information...5

**Worker Rights to Access
Records and Test Results...6**

**Worker Rights to Promote
Workplace Safety...7**

**Worker Rights During the
Inspection Process...9**

**Worker Rights to Protection
from Retaliation...10**

Worker Rights in State-Plan States...14

Worker Responsibilities...15

OSHA Assistance...15

OSHA Regional Offices...22

Introduction

The Occupational Safety and Health (OSH) Act of 1970 created the Occupational Safety and Health Administration (OSHA) within the Department of Labor and encouraged employers and employees to reduce workplace hazards and to implement safety and health programs. The Act gave employees many new rights and responsibilities. This booklet discusses these rights and responsibilities and encourages employees to work cooperatively with employers to promote safe and healthful workplaces that add value to everyone: businesses, workplaces, and workers' lives.

Worker Rights Under the OSH Act

The law encourages workers to be active players in their workplace's safety and health effort. It gives employees the right to

- Review copies of appropriate standards, rules, regulations, and requirements that the employer is required to have available at the workplace;
- Request information from the employer on safety and health hazards in the workplace, appropriate precautions to take, and procedures to follow if the employee is involved in an accident or is exposed to toxic substances;
- Gain access to relevant employee exposure and medical records;
- Request an OSHA inspection if they believe hazardous conditions or violations of standards exist in the workplace;
- Accompany an OSHA compliance officer during the inspection tour, or have an authorized employee representative do so;
- Respond to questions from the OSHA compliance officer;
- Observe any monitoring or measuring of hazardous materials and see the resulting

records, as specified under the OSH Act and required by OSHA standards;

- Review or have an authorized representative review the employer's Log of Work-Related Occupational Injuries and Illnesses (OSHA 300) at a reasonable time and in a reasonable manner;
- Object to the timeframe set by OSHA for the employer to correct a violation by writing to the OSHA area director within 15 working days from the date the employer receives the citation;
- Submit a written request to the National Institute for Occupational Safety and Health for information on whether any substance in the workplace has potentially toxic effects in the concentration being used, and, if requested, have their names withheld from the employer;
- Be notified if the employer applies for a variance from an OSHA standard, and have an opportunity to testify at a variance hearing and appeal the final decision;
- Have their names withheld from their employer, by request to OSHA, if they sign and file a written complaint;
- Be advised of OSHA actions regarding a complaint, and request an informal review of any decision not to inspect the site or issue a citation; and
- File a complaint if punished or discriminated against for acting as a "whistleblower" under the OSH Act or 13 other federal statutes for which OSHA has jurisdiction, or for refusing to work when faced with imminent danger of death or serious injury and there is insufficient time for OSHA to inspect.

Worker Rights to Information

Employer responsibilities

Employers have a legal obligation to inform employees of OSHA safety and health standards that apply to their workplace. Upon request, the employer must make available copies of those standards and the OSH Act. The employer also must prominently display the official OSHA poster that describes rights and responsibilities under the OSH Act.

Protecting employees who work with hazardous materials

Employers must establish a written, comprehensive hazard communication program to ensure that employees who work with or near hazardous materials are informed of the hazards and provided proper protection. A hazard communication program includes provisions for container labeling, material safety data sheets, and an employee training program. The program must include

- A list of the hazardous chemicals in each workplace and material safety data sheets for each;
- Methods the employer uses to inform employees of the hazards of non-routine tasks (for example, the cleaning of reactor vessels) and the hazards associated with chemicals in unlabeled pipes in their work areas; and
- A description of methods the employer at a multi-employer worksite will use to inform other employers at the site of the hazards to which their employees may be exposed.

Employee rights when an employer files a variance

Some employers may not be able to comply fully with a new safety and health standard in the time provided due to shortages of personnel, materials, or equipment. In these situations, employers may apply to OSHA for a temporary variance from the standard. In other cases,

employers may prefer to use methods or equipment that differ from those prescribed by OSHA, but which the employer believes are equal to or better than OSHA's requirements. In these cases, the employer may seek a permanent variance for the alternative approach.

The employer's application for a permanent or temporary variance must include certification that

- The employer has informed workers of the variance application;
- The employee representative receives a copy of the variance application; and
- The employer has posted a summary of the application wherever notices are normally posted in the workplace.

Employers also must inform employees that they have the right to request a hearing on the application. OSHA encourages employees, employers, and other interested groups to participate in the variance process. Notices of variance applications are published in the Federal Register inviting all interested parties to comment on the action.

Worker Rights to Access Records and Test Results

Access to exposure and medical records

Employers must inform employees of the existence, location, and availability of their medical and exposure records when they begin employment and then at least annually.

Employers also must provide these records to employees or their designated representatives upon request.

Whenever an employer plans to stop doing business and there is no successor employer to receive and maintain these records, the employer must notify employees of their right of access to

these records at least three months before closing the business.

Right to observe monitoring procedures and see testing results

OSHA standards require the employer to measure exposure to harmful substances. The employee (or employee representative) has the right to observe the testing and examine the records of the results. If the exposure levels are above the limit set by an OSHA standard, the employer must tell employees what will be done to reduce the exposure.

During an OSHA inspection, an OSHA industrial hygienist may conduct exposure tests if health hazards may be present in the workplace. The inspector may take samples to measure levels of dust, noise, fumes, or other hazardous materials.

OSHA will inform the employee or employee representative who participates in the inspection as to whether the employer is in compliance with OSHA standards. The inspector also will gather detailed information about the employer's efforts to control health hazards, including results of tests the employer may have conducted.

Right to review injury and illness records

An employer with more than 10 employees must maintain records of all work-related injuries and illnesses, and the employees or their representative have the right to review those records. Some industries with very low injury rates are exempt from these recordkeeping requirements.

Worker Rights to Promote Workplace Safety

Working cooperatively to reduce hazards

OSHA encourages employers and employees to work together to reduce hazards. Employees

should discuss safety and health problems with the employer, other workers, and, if a labor union exists, union representatives. The OSHA area office can provide information on OSHA requirements. If the worksite is in a state with its own OSHA-approved occupational safety and health program, the state can provide similar information. (See page 16 for more information about state programs.)

Right to refuse to perform unsafe work

Although nothing in the OSHA law specifically gives an employee the right to refuse to perform an unsafe or unhealthful job assignment, OSHA's regulations, which have been upheld by the U.S. Supreme Court, provide that an employee may refuse to work when faced with an imminent danger of death or serious injury. The conditions necessary to justify a work refusal are very stringent, however, and a work refusal should be taken only as a last resort. If time permits, the employee should report the unhealthful or unsafe condition to OSHA or another appropriate regulatory agency.

Recourse if the employer does not correct a hazard

An employee may file a complaint by phone, mail, e-mail, or fax with the nearest OSHA office and request an inspection if there are unsafe or unhealthful working conditions. When doing so, the employee may request that OSHA not reveal his or her name. If the OSHA area or state office determines that there are reasonable grounds for believing that a violation or danger exists, the office will investigate.

To file a complaint, call (800) 321-OSHA (6742); contact the nearest OSHA regional, areas, state plan, or consultation office; or file an online complaint at www.osha.gov. The teletypewriter (TTY) number is (877) 889-5627.

Worker Rights During the Inspection Process

Right to representation

The OSH Act gives employees or a workers' representative the right to accompany an OSHA compliance officer (also referred to as a compliance safety and health officer, CSHO, or inspector) during an inspection. The labor union, if one exists, or the employees must choose the representative. Under no circumstances may the employer choose the workers' representative.

If more than one union represents the employees, each union may choose a representative. Normally, union representatives will accompany the inspector in the areas of the facility where their members work. An OSHA inspector may conduct a comprehensive inspection of the entire workplace or a partial inspection limited to certain areas or aspects of the operation.

Right to help the compliance officer

Workers have a right to talk privately to the compliance officer on a confidential basis, whether or not a workers' representative has been chosen. Workers are encouraged to

- Point out hazards;
- Describe accidents or illnesses that resulted from those hazards;
- Discuss past worker complaints about hazards; and
- Inform the inspector if working conditions are not normal during the inspection.

Rights to information following the inspection

At the end of the inspection, the OSHA inspector will meet with the employer and the employee representatives in a closing conference to discuss how any hazards that may have been found will be abated. If it is not practical to hold a joint conference, the compliance officer will hold separate

conferences. OSHA will provide written summaries, on request.

How to challenge the abatement period

Whether or not the employer accepts OSHA's findings, the employee (or representative) has the right to contest the time OSHA allows for correcting a hazard. This contest must be filed in writing with the OSHA area director within 15 working days after the citation is issued. The Occupational Safety and Health Review Commission, an independent agency that is not part of the Department of Labor, will decide whether to change the abatement period.

Right to information if no inspection is conducted or no citation issued

The OSHA area director evaluates complaints from employees or their representatives and decides whether they are valid. If the area director decides not to inspect the workplace, he or she will send a certified letter to the complainant explaining the decision and the reasons for it.

OSHA will inform complainants that they have the right to request further clarification of the decision from the OSHA area director. If still dissatisfied, they can appeal to the OSHA regional administrator for an informal review. Similarly, in the event that OSHA decides not to issue a citation after an inspection, employees have a right to further clarification from the area director and an informal review by the regional administrator.

Worker Rights to Protection from Retaliation

Right to confidentiality

Employees who make a complaint to OSHA about safety and health hazards in their workplaces have a right to confidentiality. If the

employee requests that his or her name not be used, OSHA will not tell the employer who filed the complaint or requested an inspection.

Whistleblower protections

Employees have a right to seek safety and health on the job without fear of punishment. That right is spelled out in Section 11(c) of the OSH Act. The law forbids the employer from punishing or discriminating against employees for exercising such rights as

- Complaining to the employer, union, OSHA, or any other government agency about job safety and health hazards; and
- Participating in OSHA inspections, conferences, hearings, or other OSHA-related activities.

States administering their own occupational safety and health programs must have provisions at least as effective as those in the OSH Act to protect employees from discharge or discrimination. OSHA, however, retains its whistleblower protection authority in all states regardless of the existence of an OSHA-approved state occupational safety and health program.

Workers who believe they have been punished for exercising safety and health rights must contact the nearest OSHA office within 30 days of the time they learn of the alleged discrimination. A representative of the employee's choosing can file the complaint for the worker. Following a complaint, OSHA will contact the complainant and conduct an in-depth interview to determine whether an investigation is necessary.

If the evidence shows that the employee has been punished for exercising safety and health rights, OSHA will ask the employer to restore that worker's job, earnings, and benefits. If the employer refuses, OSHA may take the employer to court. In such cases, a Department of Labor attorney will represent the employee to obtain this relief.

Additional whistleblower protections

Since passage of the OSH Act in 1970, Congress has expanded OSHA's whistleblower protection authority to protect workers from discrimination under 13 additional federal statutes. The agency's investigators receive about 2,000 complaints a year from employees who charge their employer with retaliation. Complaints must be reported to OSHA within set timeframes following the discriminatory action, as prescribed by each law.

These statutes, and the number of days employees have to file a complaint, are:

- ***Occupational Safety and Health Act of 1970***
(30 days)

Provides discrimination protection for employees who exercise a variety of rights guaranteed under the Act, such as filing a safety and health complaint with OSHA and participating in an inspection.

- ***Surface Transportation Assistance Act***
(180 days)

Provides discrimination protections for truck drivers and other employees relating to the safety of commercial motor vehicles. Coverage includes all buses for hire and freight trucks with a gross vehicle weight greater than 10,001 pounds.

- ***Asbestos Hazard Emergency Response Act***
(90 days)

Provides discrimination protection for individuals who report violations of environmental laws relating to asbestos in elementary and secondary school systems, public or private.

- ***International Safety Container Act*** (60 days)

Provides discrimination protection for employees who report violations of the Act, which regulates shipping containers.

- ***Energy Reorganization Act*** (180 days)

Provides discrimination protection for employees

of operators and subcontractors of nuclear power plants licensed by the Nuclear Regulatory Commission and for employees of contractors working under contract with the Department of Energy.

- ***Clean Air Act*** (30 days)

Provides discrimination protection for employees who report violations of the Act, which provides for the development and enforcement of standards regarding air quality and air pollution.

- ***Safe Drinking Water Act*** (30 days)

Provides discrimination protection for employees who report violations of the Act, which requires that all drinking water systems in public buildings and new construction of all types be lead-free.

- ***Federal Water Pollution Control Act*** (30 days)

Provides discrimination protection for employees who report hazardous pollution of waters that provide a natural habitat for living things. Also called the Clean Water Act.

- ***Toxic Substances Control Act*** (30 days)

Provides discrimination protection for employees who report violations of regulations involving the manufacture, distribution, and use of certain toxic substances.

- ***Solid Waste Disposal Act*** (30 days)

Provides discrimination protection for employees who exercise certain rights under the Act, which provides assistance for the development of facilities for the recovery of energy and other resources from discarded materials and regulates hazardous waste management. Also called the Resource Conservation and Recovery Act.

- ***Comprehensive Environmental Response, Compensation, and Liability Act*** (30 days)

Provides discrimination protection for employees who exercise rights under the Act, which provides liability, compensation, cleanup, and emergency

response for hazardous substances released into the environment and for the cleanup of inactive hazardous waste disposal sites.

- ***Wendell H. Ford Aviation Investment and Reform Act for the 21st Century*** (90 days)

Provides discrimination protection for employees of air carriers, contractors, or subcontractors of air carriers who raise safety concerns.

- ***Corporate and Criminal Fraud Accountability Act of 2002*** (90 days)

Provides discrimination protection for employees of publicly traded companies or brokerage firms or their contractors, subcontractors, or agents, who report violations of the Act, which covers mail, wire, bank, or securities fraud or violations of laws related to fraud against stockholders.

- ***Pipeline Safety Improvement Act of 2002*** (180 days)

Provides discrimination protection for employees who report violations of the federal law regarding pipeline safety and security or who refuse to violate such provisions.

If you believe that you have been discriminated against, call (800) 321-OSHA (6742) to be connected to the nearest OSHA office to report your complaint.

Worker Rights in State-Plan States

States that assume responsibility for their own occupational safety and health programs must have provisions at least as effective as Federal OSHA's, including the protection of employee rights.

Any interested person or group, including employees, with a complaint concerning the operation or administration of a state plan may submit a complaint to the appropriate OSHA

regional administrator. (See contact lists at the end of this booklet.) The OSHA regional administrator will investigate the complaints and inform the state and the complainant of these findings. When appropriate, OSHA will recommend corrective action.

Worker Responsibilities

Although OSHA does not cite employees for violations, the OSH Act requires that each employee "shall comply with all occupational safety and health standards and all rules, regulations, and orders issued under the Act" that are applicable. Each employee should

- Read the OSHA poster at the jobsite;
- Comply with all applicable OSHA standards;
- Follow all lawful employer safety and health rules and regulations, and wear or use prescribed protective equipment while working;
- Report hazardous conditions to the supervisor;
- Report any job-related injury or illness to the employer, and seek treatment promptly;
- Cooperate with the OSHA compliance officer conducting an inspection if he or she inquires about safety and health conditions in the workplace; and
- Exercise rights under the OSH Act in a responsible manner.

OSHA Assistance

OSHA can provide extensive help through a variety of programs, including technical assistance about effective safety and health programs, state plans, workplace consultations, voluntary protection programs, strategic partnerships, training and education, and more. An overall commitment to

workplace safety and health can add value to your business, to your workplace and to your life.

Safety and Health Program Management Guidelines

Effective management of worker safety and health protection is a decisive factor in reducing the extent and severity of work-related injuries and illnesses and their related costs. In fact, an effective safety and health program forms the basis of good worker protection and can save time and money and increase productivity and reduce worker injuries, illnesses and related workers' compensation costs.

To assist employers and employees in developing effective safety and health programs, OSHA published recommended *Safety and Health Program Management Guidelines* (54 *Federal Register* (16): 3904-3916, January 26, 1989). These voluntary guidelines apply to all places of employment covered by OSHA.

The guidelines identify four general elements critical to the development of a successful safety and health management program:

- Management leadership and employee involvement.
- Worksite analysis.
- Hazard prevention and control.
- Safety and health training.

The guidelines recommend specific actions, under each of these general elements, to achieve an effective safety and health program. The *Federal Register* notice is available online at www.osha.gov

State Programs

The Occupational Safety and Health Act of 1970 (OSH Act) encourages states to develop and operate their own job safety and health plans. OSHA approves and monitors these plans. Twenty-four states, Puerto Rico and the Virgin

Islands currently operate approved state plans: 22 of these plans cover both private and public (state and local government) employment; Connecticut, New Jersey, New York and the Virgin Islands cover the public sector only. States and territories with their own OSHA-approved occupational safety and health plans must adopt standards identical to, or at least as effective as, the Federal standards.

Consultation Services

Consultation assistance is available on request to employers who want help in establishing and maintaining a safe and healthful workplace. Largely funded by OSHA, the service is provided at no cost to the employer. Primarily developed for smaller employers with more hazardous operations, the consultation service is delivered by state governments employing professional safety and health consultants. Comprehensive assistance includes an appraisal of all mechanical systems, work practices and occupational safety and health hazards of the workplace and all aspects of the employer's present job safety and health program. In addition, the service offers assistance to employers in developing and implementing an effective safety and health program. No penalties are proposed or citations issued for hazards identified by the consultant. OSHA provides consultation assistance to the employer with the assurance that his or her name and firm and any information about the workplace will not be routinely reported to OSHA enforcement staff.

Under the consultation program, certain exemplary employers may request participation in OSHA's Safety and Health Achievement Recognition Program (SHARP). Eligibility for participation in SHARP includes receiving a comprehensive consultation visit, demonstrating exemplary achievements in workplace safety and health by abating all identified hazards and developing an excellent safety and health program.

Employers accepted into SHARP may receive an exemption from programmed inspections (not complaint or accident investigation inspections) for a period of one year. For more information concerning consultation assistance, see the OSHA website at www.osha.gov

Voluntary Protection Programs (VPP)

Voluntary Protection Programs and on-site consultation services, when coupled with an effective enforcement program, expand worker protection to help meet the goals of the *OSH Act*. The three levels of VPP are Star, Merit, and Star Demonstration designed to recognize outstanding achievements by companies that have successfully incorporated comprehensive safety and health programs into their total management system. The VPPs motivate others to achieve excellent safety and health results in the same outstanding way as they establish a cooperative relationship between employers, employees and OSHA.

For additional information on VPP and how to apply, contact the OSHA regional offices listed at the end of this publication.

Strategic Partnership Program

OSHA's Strategic Partnership Program, the newest member of OSHA's cooperative programs, helps encourage, assist and recognize the efforts of partners to eliminate serious workplace hazards and achieve a high level of worker safety and health. Whereas OSHA's Consultation Program and VPP entail one-on-one relationships between OSHA and individual worksites, most strategic partnerships seek to have a broader impact by building cooperative relationships with groups of employers and employees. These partnerships are voluntary, cooperative relationships between OSHA, employers, employee representatives and others (e.g., trade unions, trade and professional associations, universities and other government agencies).

For more information on this and other cooperative programs, contact your nearest OSHA office, or visit OSHA's website at www.osha.gov

Alliance Program

Through the Alliance Program, OSHA works with groups committed to safety and health, including businesses, trade or professional organizations, unions and educational institutions, to leverage resources and expertise to develop compliance assistance tools and resources and share information with employers and employees to help prevent injuries, illnesses and fatalities in the workplace.

Alliance program agreements have been established with a wide variety of industries including meat, apparel, poultry, steel, plastics, maritime, printing, chemical, construction, paper and telecommunications. These agreements are addressing many safety and health hazards and at-risk audiences, including silica, fall protection, amputations, immigrant workers, youth and small businesses. By meeting the goals of the Alliance Program agreements (training and education, outreach and communication, and promoting the national dialogue on workplace safety and health), OSHA and the Alliance Program participants are developing and disseminating compliance assistance information and resources for employers and employees such as electronic assistance tools, fact sheets, toolbox talks, and training programs.

OSHA Training and Education

OSHA area offices offer a variety of information services, such as compliance assistance, technical advice, publications, audiovisual aids and speakers for special engagements. OSHA's Training Institute in Arlington Heights, IL, provides basic and advanced courses in safety and health for Federal and state compliance officers, state consultants, Federal agency personnel, and pri-

vate sector employers, employees and their representatives.

The OSHA Training Institute also has established OSHA Training Institute Education Centers to address the increased demand for its courses from the private sector and from other federal agencies. These centers include colleges, universities and nonprofit training organizations that have been selected after a competition for participation in the program.

OSHA also provides funds to nonprofit organizations, through grants, to conduct workplace training and education in subjects where OSHA believes there is a lack of workplace training. Grants are awarded annually. Grant recipients are expected to contribute 20 percent of the total grant cost.

For more information on grants, training and education, contact the OSHA Training Institute, Office of Training and Education, 2020 South Arlington Heights Road, Arlington Heights, IL 60005, (847) 297-4810 or see “Training” on OSHA’s website at www.osha.gov. For further information on any OSHA program, contact your nearest OSHA area or regional office listed at the end of this publication.

Information Available Electronically

OSHA has a variety of materials and tools available on its website at www.osha.gov. These include electronic compliance assistance tools, such as Safety and Health Topics, eTools, Expert Advisors; regulations, directives and publications; videos and other information for employers and employees. OSHA’s software programs and compliance assistance tools walk you through challenging safety and health issues and common problems to find the best solutions for your workplace.

A wide variety of OSHA materials, including standards, interpretations, directives, and more,

can be purchased on CD-ROM from the U.S. Government Printing Office, Superintendent of Documents, phone toll-free (866) 512-1800.

OSHA Publications

OSHA has an extensive publications program. For a listing of free or sales items, visit OSHA's website at www.osha.gov or contact the OSHA Publications Office, U.S. Department of Labor, 200 Constitution Avenue, NW, N-3101, Washington, DC 20210. Telephone: (202) 693-1888 or fax to (202) 693-2498.

Contacting OSHA

To report an emergency, file a complaint or seek OSHA advice, assistance or products, call (800) 321-OSHA (6742) or contact your nearest OSHA regional or area office listed below. The teletypewriter (TTY) number is (877) 889-5627.

Written correspondence can be mailed to the nearest OSHA regional or area office listed below or to OSHA's national office at: U.S. Department of Labor, Occupational Safety and Health Administration, 200 Constitution Avenue, N.W., Washington, DC 20210.

By visiting OSHA's website at www.osha.gov, you can also:

- file a complaint online;
- submit general inquires about workplace safety and health electronically; and
- find more information about OSHA and occupational safety and health.

OSHA Regional Offices

Region I

(CT,* ME, MA, NH, RI, VT*)
JFK Federal Building, Room E340
Boston, MA 02203
(617) 565-9860

Region II

(NJ,* NY,* PR,* VI*)
201 Varick Street, Room 670
New York, NY 10014
(212) 337-2378

Region III

(DE, DC, MD,* PA, VA,* WV)
The Curtis Center
170 S. Independence Mall West
Suite 740 West
Philadelphia, PA 19106-3309
(215) 861-4900

Region IV

(AL, FL, GA, KY,* MS, NC,* SC,* TN*)
61 Forsyth Street, SW, Room 6T50
Atlanta, GA 30303
(404) 562-2300

Region V

(IL, IN,* MI,* MN,* OH, WI)
230 South Dearborn Street
Room 3244
Chicago, IL 60604
(312) 353-2220

Region VI

(AR, LA, NM,* OK, TX)
525 Griffin Street, Room 602
Dallas, TX 75202
(972) 850-4145

Region VII

(IA,* KS, MO, NE)
Two Pershing Square
2300 Main Street, Suite 1010
Kansas City, MO 64108
(816) 283-8745

Region VIII

(CO, MT, ND, SD, UT,* WY*)
1999 Broadway, Suite 1690
PO Box 46550
Denver, CO 80202-5716
(720) 264-6550

Region IX

(AZ,* CA,* HI,* NV,* and American Samoa,
Guam and the Northern Mariana Islands)
90 7th Street, Suite 18-100
San Francisco, CA 94103
(415) 625-2547

Region X

(AK,* ID, OR,* WA*)
1111 Third Avenue, Suite 715
Seattle, WA 98101-3212
(206) 553-5930

*These states and territories operate their own OSHA-approved job safety and health programs and cover state and local government employees as well as private sector employees. The Connecticut, New Jersey, New York and Virgin Islands plans cover public employees only. States with approved programs must have standards that are identical to, or at least as effective as, the Federal standards.

Note: To get contact information for OSHA area offices, OSHA-approved State Plans, and OSHA Consultation Projects, please visit us online at www.osha.gov or call us at 1-800-321-OSHA (6742).





**Occupational Safety
and Health Administration**

U.S. Department of Labor

www.osha.gov



**Occupational Safety
and Health Administration**

U.S. Department of Labor

www.osha.gov