WHAT AN EMPLOYER MUST DO:
All employers must provide work and workplaces that are safe and healthful. In other words, an employer must follow state laws governing job safety and health. Failure to do so could result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster in a conspicuous place where notices to employees are customarily posted so everyone on the job can be aware of basic rights and responsibilities.

You must have a written and effective injury and illness Prevention Program (IIP) meeting the requirements of California Labor Code Section 6500 et seq. For a detailed explanation, see www.dir.ca.gov/title2/3200.htm and provide access to employees and their designated representatives.

You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.

You must correct any hazardous condition that you know may result in injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration.

You must notify a local Cal/OSHA district office of any serious injury or illness, or death, occurring on the job. Be sure to do this immediately after calling for emergency help to assure the safety of your employees.

Employees may have the right to refuse to perform work that would violate an occupational safety and health standard.

Any employee may file a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan may do so by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA). U.S. Department of Labor Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that continued approval is merited.

SPECIAL RULES APPLY FOR WORK AROUND HAZARDOUS SUBSTANCES:
Employers who use any substance that is listed as a hazardous substance in California Code of Regulations, title 8, section 339 (www.dir.ca.gov/title8/339.htm), or covered by the hazardous communication standard (www.dir.ca.gov/title8/5194.htm) must provide employees information on the hazardous chemicals in their work areas, access to safety data sheets, and training on hazardous chemicals safely.

Employers shall make available on a timely and reasonable basis a safety data sheet on each hazardous substance in the workplace upon request of an employee, an employee’s collective bargaining representative, or an employee’s physician.

Employers have the right to challenge a citation alleging violation of the Cal/OSHA standards with the Occupational Safety and Health Appeals Board. A citation that results in assessment of a penalty must be issued in writing.