



SAFETY AND HEALTH PROTECTION ON THE JOB

The Vermont Occupational Safety and Health Code (Title 21 V.S.A. Chapter 3, Sub-Chapters 4 and 5, and the rules adopted (there under) provides job safety and health protection for workers. The purpose of the law is to assure safe and healthful working conditions throughout the State.

You Have a Right to a Safe and Healthful Workplace.

IT'S THE LAW!

- > You have the right to notify your employer or VOSHA about workplace hazards. You may ask VOSHA to keep your name confidential.
- > You have the right to request a VOSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in the inspection.
- > You can file a complaint with VOSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the *Vermont Occupational Safety and Health Act*.
- > You have a right to see VOSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- > Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- > You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- > Your employer must post this notice in your workplace.
- > The Statute provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
- > The Statute also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.



The *Occupational Safety and Health Act of 1970 (OSH Act)*, P.L. 91-596, assures safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha.gov. The Vermont Occupational Safety and Health Administration (VOSHA), in the Vermont Department of Labor, has the primary responsibility for administering the *OSH Act in Vermont*. To file a complaint, report an emergency, or seek VOSHA advice or assistance call **1-800-287-2765**.

Under a plan approved October 1, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Vermont is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding Vermont's administration of this plan directly to the Occupational Safety and Health Administration, John F. Kennedy Federal Building, Room E-340, Boston, Massachusetts, 02203, Telephone (617) 565-9860.

ASSISTANCE AND INFORMATION:

The plan provides that employers and employees may request free voluntary compliance consultative or training assistance, which is provided by non-enforcement Project WorkSAFE personnel. Further information, including copies of the Code and of specific safety and health standards, may be obtained by contacting the Project WorkSAFE Office, Department of Labor, National Life Building, Drawer 20, Montpelier, Vermont 05620-3401, Telephone (888) SAFE-YES or 1-888-723-3937.

1-800-287-2765
www.labor.vermont.gov