



# Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: [http://www.doli.virginia.gov/whatwedo/enforcement/osha\\_vosh\\_std.html](http://www.doli.virginia.gov/whatwedo/enforcement/osha_vosh_std.html). YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

### Employers

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the Law.

### Employees

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

### Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

### Citation

If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or until the violation is corrected, whichever is later, to warn employees of dangers that may exist there.

### Proposed Penalty

The Law provides for mandatory penalties against private sector employers of up to \$7,000 for each serious violation and for optional penalties of up to \$7,000 for each other-than-serious violation. Penalties of up to \$7,000 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$70,000 for each such violation.

Public Sector employers, all departments, agencies, institutions or other political subdivisions of the Commonwealth, are exempt from the penalty provisions of this Law.

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties

### Complaint

Employees or their representatives have the right to file a complaint with the nearest VOSH office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. VOSH will withhold, on

request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

### Discrimination

The Law provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Law.

An employee who believes he has been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60 days of the alleged discrimination.

### CASPA

Complaints Against State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program.

### State Coverage

The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal enclaves, and businesses covered by the Federal Maritime jurisdiction.

### Voluntary Activity

Voluntary efforts by the employer to assure his workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Department of Labor and Industry addresses shown below.

### Recordkeeping

Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordkeeping log is simpler to understand and use. Using a question and answer format, the revised recordkeeping rule provides answers to record occupational injuries and illnesses, and explains how to classify specific cases. Flowcharts and checklists make the recordkeeping requirements easier to follow. Not all industries are required to do a recordkeeping log. To see if your industry is exempt, visit the OSHA Web site at [www.osha.gov/recordkeeping/pub3169text.html](http://www.osha.gov/recordkeeping/pub3169text.html).

### Fatalities

Any fatality or injuries to three (3) or more employees involving inpatient hospitalization from a workplace incident, must be reported to the nearest VOSH office within eight(8) hours. Failure to report may result in a \$5,000 fine

### VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Powers-Taylor Building  
13 South Thirteenth Street  
Richmond, VA 23219  
VOICE (804) 371-2327  
TDD (804) 786-2376  
FAX (804) 371-6524

WEB <http://www.doli.virginia.gov>

U.S. Department of Labor  
OSHA Regional Administrator  
The Curtis Center, STE 740 West  
170 South Independence Mall West  
Philadelphia, PA 19106-3309  
(215) 861-4900

### OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

#### Headquarters

Powers-Taylor Building  
13 South Thirteenth Street  
Richmond, VA 23219  
(804) 371-2327

#### Central Virginia/ Richmond

North Run Business Park  
1570 East Parham Road  
Richmond, VA 23228  
(804) 371-3104

#### Northern Virginia/ Manassas

10515 Battleview Parkway  
Manassas, VA 20109  
(703) 392-0900

#### Tidewater/Norfolk

6363 Center Drive  
Building 6, Suite 101  
Norfolk, VA 2350  
(757) 455-0891

#### Southwest/Roanoke

Brammer Village  
3013 Peters Creek Road  
Roanoke, VA 24019  
(540) 562-3580

#### Abingdon

The Johnson Center  
468 East Main Street  
Suite 114  
Abingdon, VA 24210  
(276) 676-5465

#### Lynchburg

3704 Old Forest Road  
Suite B  
Lynchburg, VA 24501  
(434) 385-0806

#### Verona

201 Lee Highway  
Verona, VA 24482  
(540) 248-9280



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