

Ohio Public Employment Risk Reduction Program

Safety and Health Protection on the Job

The Public Employment Risk Reduction Act ensures safe and healthy working conditions for Ohio's public employees.

Employer duties: Each public employer shall provide a place of employment free from recognized hazards.

Employee duties: Each employee shall comply with all safety and health standards, rules and regulations.

Enforcement: The Public Employment Risk Reduction Program (PERRP):

1. Inspects job sites for unsafe and unhealthy conditions and practices at the request of a public employee, public employee representative or public employer;
2. Issues citations requiring public employers to correct safety and health violations.

Refusal to work: Any public employee acting in good faith may refuse to work under conditions he or she reasonably believes will present an imminent danger of death or serious physical harm. This applies if the condition does not normally exist or is not reasonably expected to occur during the course of the employee's regular duties. A public employee who refuses to work under such conditions must follow these steps:

1. Notify his or her immediate supervisor that the condition poses imminent danger;
2. Submit a written statement of the imminent danger to PERRP as soon as practical.

The employee may be subject to disciplinary action if he or she does not meet all of the conditions in this rule.

Complaints: Any public employee or employee representative may file a complaint with PERRP via fax or letter. Employees should notify their immediate supervisors first to give the employer a chance to correct any unsafe or unhealthy conditions or practices *before* contacting PERRP.

Inspections: A PERRP inspector will privately question a representative sample of employees and management about safety and health conditions in the workplace.

Citations: If the inspection verifies a complaint, PERRP will issue a notice of the violation(s). The public employer must then prominently post this notice at or near the place where PERRP found the hazard(s).

Protection: Employers cannot discharge or otherwise discriminate against employees in any manner for filing a complaint or instituting any provision of the Act. Employees or their representatives may file discrimination complaints with the State Personnel Board of Review **within 60 days** of the discriminatory act. They may also pursue a discrimination complaint through the provisions of a collective bargaining agreement.

Fatality/multiple hospitalization reporting: The employer must contact PERRP **within eight hours** after the:

1. Death of any employee from a work-related incident; or
2. Inpatient hospitalization of three or more employees.

For more information contact:

Public Employment Risk Reduction Program

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