

PROTECT YOURSELF FROM HEAT STRESS!

For more information, see the following resources from OSHA:

The collage illustrates various OSHA resources for heat safety:

- A photograph of a woman in a hard hat and plaid shirt standing outdoors.
- A red graphic with the text "WATER. REST. SHADE." and the subtitle "The work can't get done without them."
- A cartoon drawing of a man in a cap and plaid shirt, gesturing with his hands.
- The official OSHA website homepage, featuring the agency's logo and navigation links for Home, Workers, Regulations, Enforcement, Data & Statistics, Training, Publications, Newsroom, What's New | Offices, and Small Business.
- A mobile application interface for the "OSHA Heat Smartphone App". It features a sun icon, the OSHA logo, and a map of the United States with the text "HEAT FATALITIES" overlaid.
- A photograph of a woman sitting under a tent in a field, holding a drink, with the text "YOU'LL LAST LONGER AFTER A LITTLE REST." overlaid.
- A small box labeled "en Español" (in Spanish).
- A link titled "Welcome to OSHA's Campaign to Prevent Heat Illness in Outdoor Workers".

Source: <http://www.osha.gov/SLTC/heatillness/index.html>

CONTROLLING WORKSITE HAZARDS

How do you control worksite hazards?

- Many kinds of hazards can be found in the workplace. For example, there are poisonous chemicals, unprotected machinery and situations where work is done up high.
- If a hazard exists, you must know how to manage it. "Hazard controls" are ways to reduce hazards or prevent contact between the worker and the hazard.
- Employers should design jobs in a way that makes them as safe as possible for workers.
- Workers should make sure that their employers use the best possible ways to control hazards. Fix the workplace, not the worker!

REMEMBER!

The best way to control a hazard is to eliminate it. If this is not possible, there are other ways.



HIERARCHY OF CONTROLS

More effective

1. ELIMINATION

(Remove the hazard)

2. SUBSTITUTION

(Use safer products instead of more dangerous ones)

3. ENGINEERING CONTROLS

(Use designs that are better and safer)

4. ADMINISTRATIVE CONTROLS

(Train workers or change the way a job is done)

5. PERSONAL PROTECTIVE EQUIPMENT

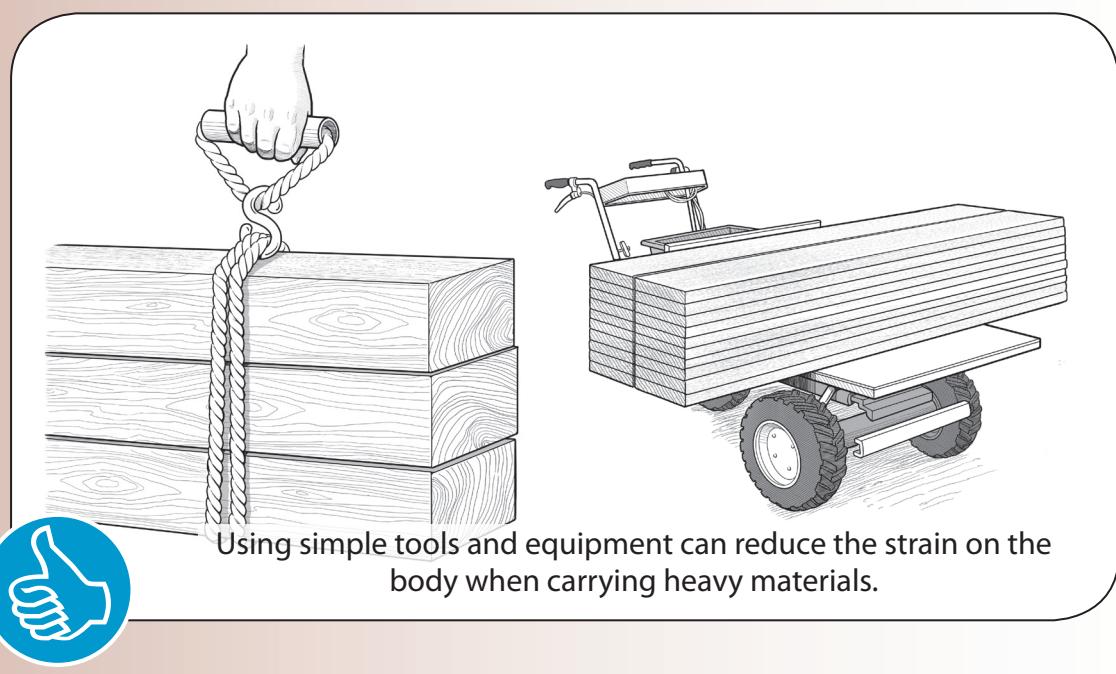
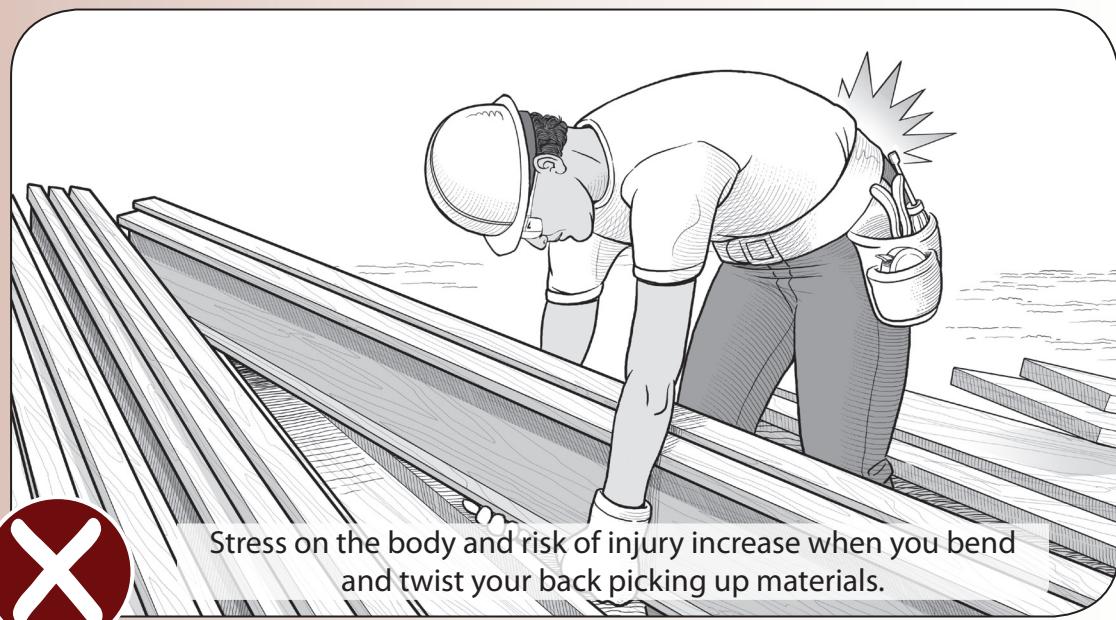
(For example, gloves and face shields)

Less effective

HIERARCHY OF CONTROLS

1. How do you eliminate hazards?

One example of eliminating a hazard is to automate a process so that workers don't have to lift heavy equipment.

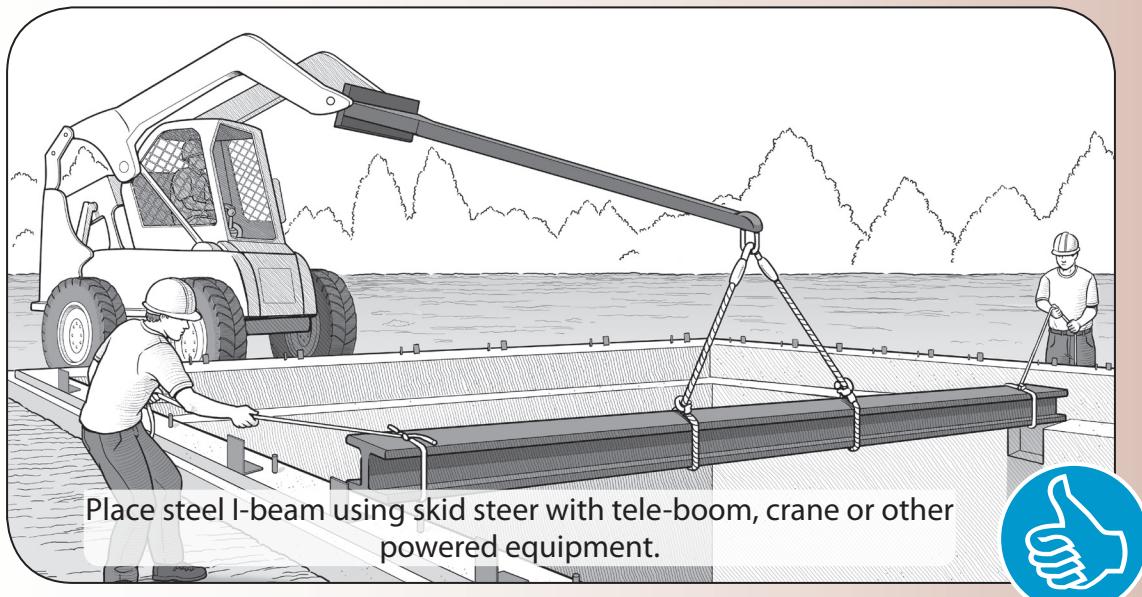
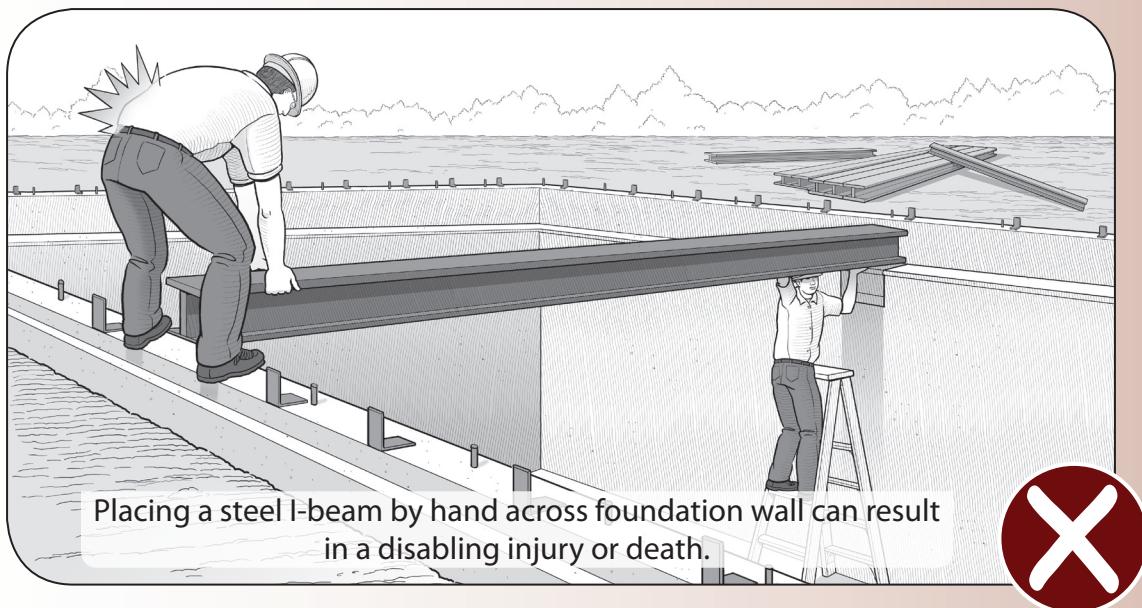


Source: http://www.cdc.gov/niosh/pubs/all_date_desc_nopubnumbers.html

HIERARCHY OF CONTROLS

2. What is substitution?

The second best option to control a hazard is to use another product that is not a hazard or isn't as dangerous. For example, a ladder that's not right for the job can be replaced by another way of doing the work more safely.

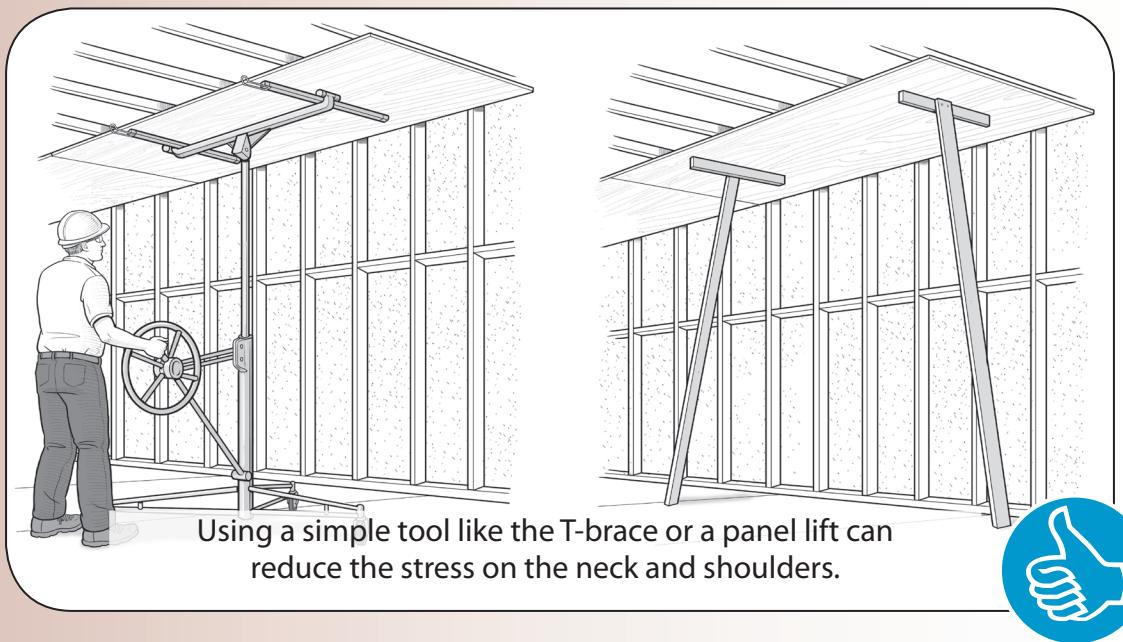


Source: http://www.cdc.gov/niosh/pubs/all_date_desc_nopubnumbers.html

HIERARCHY OF CONTROLS

3. What are engineering controls?

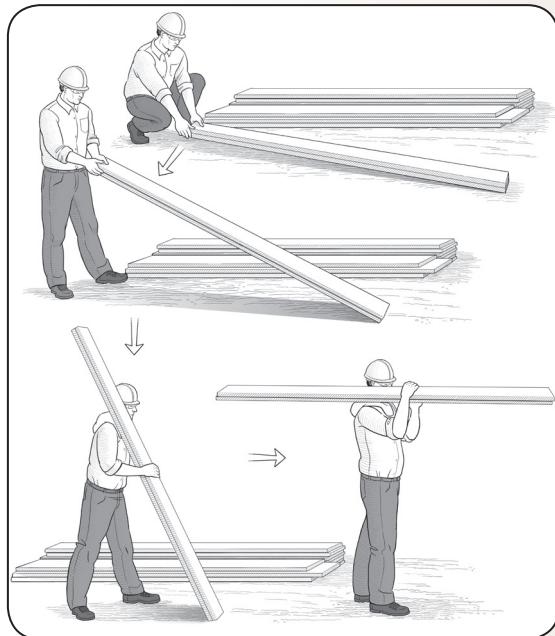
If the hazard cannot be eliminated, or can't be substituted by a safer option, the next step is to use engineering controls, which keep hazards far from workers.



Source: http://www.cdc.gov/niosh/pubs/all_date_desc_nopubnumbers.html

HIERARCHY OF CONTROLS

4. What are administrative controls?



If engineering controls aren't possible, the next best option is that of administrative controls.

- For example: Rotate workers or train new workers have current workers do a job in a different way.
- Although these kinds of controls are important, they should not be used instead of correcting the hazard.

5. When should you use PPE?



PPE should be used only while more effective controls are being developed, or if there is no more effective way to control the hazard, because:

- PPE doesn't change or eliminate the hazard.
- PPE aren't perfect- if the PPE is inadequate or fails, the worker is not protected.
- PPE are uncomfortable and difficult to use.

PERSONAL PROTECTIVE EQUIPMENT

A few key points on personal protective equipment

- The employer is responsible for requiring the wearing of appropriate personal protective equipment in all operations where there is an exposure to hazardous conditions or where the need is indicated for using such equipment to reduce the hazard to the employees.
- OSHA requires employers to provide and for employees to use specific types of personal protective equipment including, foot, head, hearing, eye and face protection, respiratory protection, personal fall arrest systems, and other forms of fall protection.



PERSONAL PROTECTIVE EQUIPMENT

What does OSHA say about personal protective equipment?

- Using personal protective equipment is often essential, but it is generally the last line of defense after engineering controls, work practices, and administrative controls. Engineering controls involve physically changing a machine or work environment. Administrative controls involve changing how or when workers do their jobs, such as scheduling work and rotating workers to reduce exposures. Work practices involve training workers how to perform tasks in ways that reduce their exposure to workplace hazards.
- OSHA's general personal protective equipment requirements mandate that employers conduct a hazard assessment of their workplaces to determine what hazards are present that require the use of protective equipment, provide workers with appropriate protective equipment, and require them to use and maintain it in sanitary and reliable condition.



DON'T FORGET!

Personal Protective Equipment (PPE) is the least effective way of protecting workers from hazards. This type of equipment is used on workers' bodies.

PERSONAL PROTECTIVE EQUIPMENT

Protect your eyes, ears, face, and feet!

Protective equipment shall be provided when operations present potential for injury. Select eye, ear, face and feet protection based on the anticipated risks.



Wear safety glasses when foreign objects can hit eyes.



Use ear protection in noisy worksites, and where chainsaws or heavy equipment are being used.



Clean or replace ear protection regularly.



Use work shoes or boots with protective soles. Use steel-toed boots to prevent injury to the toes.

PERSONAL PROTECTIVE EQUIPMENT

Protect your head & hands! Protect yourself from inhalation of dust, aerosols, & smoke!

Use a hardhat when there is a risk of falling objects, of hitting your head on stationary objects, or contact with electrical hazards. Frequently inspect hardhats for damage.



Keep hardhats in good condition. Replace them after they've been heavily hit or exposed to electric shock.



Use the right kind of gloves for the job that you're doing. Gloves should adjust comfortably.



Use the right respirator for the job. There are different types to protect you from different toxic substances.



Get trained in the proper use of respirators. Adjust the respirator before each use.



CEDPA

A SAFETY AND HEALTH TRAINING IN CONSTRUCTION
WORKERS DEFENSE PROJECT / PROYECTO DEFENSA LABORAL

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CURRICULUM | CONTROLLING HAZARDS



"We all know that construction jobs are dangerous, but not everybody knows what to do to be safer in their jobs."

—RAMÓN HIDALGO



CONTROLLING HAZARDS

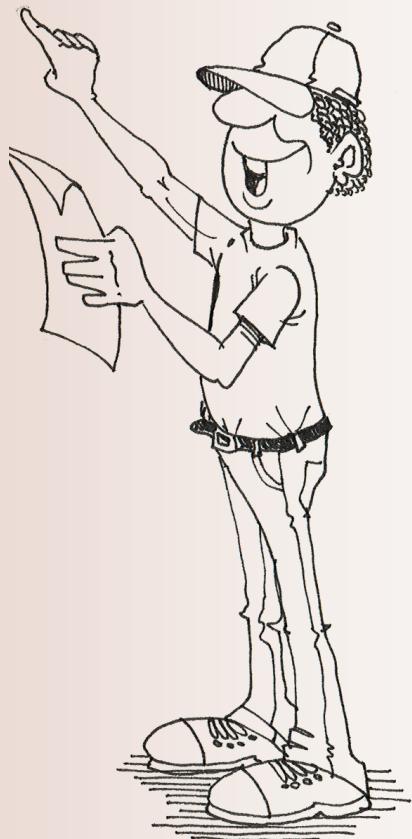
PROTECT YOURSELF FROM HAZARDS IN CONSTRUCTION

CONTROLLING HAZARDS

Introduce the topic (1 min)

Read aloud:

- We will begin with a group activity called Hazard Identification. After that we'll use this activity to talk about how best to eliminate and control workplace hazards.
- As a class, we'll look at photos of hazards in the workplace.
- Nobody knows more about these dangers and concerns than a worker who confronts them every day. In this activity all of this important experience comes together.



CONTROLLING HAZARDS

Assignment 1: Hazard Identification (5 min)

Distribute the photos to each group. Read aloud:

- We have 5 minutes to analyze the hazard photos. Think of all of the injuries, illnesses, and stresses that workers experiences, and identify on the map the hazards that cause these problems.

While each group presents their results, ask them the following:

- What are the most important issues concerning health and safety in our worksite example?
- Are there electrical hazards, fall hazards, or other kinds of hazards? Where? Why?



CONTROLLING HAZARDS

Assignment 2: Hierarchy of Controls (5 min)

Read aloud:

- If a hazard exists, you must know how to deal with it. “Hazard controls” are ways to reduce the hazard or prevent contact between the worker and the hazard. Open your manuals. We’ll quickly go over a controls hierarchy.

Show them the hierarchy of controls in the Manual and on the PowerPoint. Ask each group for a volunteer to read part of the hierarchy of controls.

Read aloud:

- Now we’re going to do the second part of this assignment—a plan to control hazards using the hierarchy of controls. How would you prioritize the hazards for correction? We’ll create a hierarchy of controls specific to this workplace. Use the big sheets to write down the answers of the group.



CONTROLLING HAZARDS

Assignment 2 (continued)

Questions & Answers:

How can we eliminate or control the fall hazards?

- Remove bad ladder from use, get new ladder (elimination and substitution)
- Secure top and bottom of ladder, or use warning lines (administrative)
- Clean up water puddle (elimination)
- Train worker on ladder use and inspection (administrative)

How can we eliminate or control the electrical hazards?

- Clean up water puddle (elimination)
- Get longer, stronger extension cord (substitution)
- Put up warning sign (engineering)
- Train workers on using GFCI (substitution and administrative)

When we can't eliminate the danger, what kinds of PPE should we use?

- Wear hard hats
- Use harness
- Use gloves, eye protection, respirator
- Remember! Personal Protection Equipment (PPE) is the least effective way of protecting workers from hazards.

CONTROLLING HAZARDS

Summary of assignment 2 (2 min)

Read aloud:

- Remember! Hazard identification is a tool that workers can use to identify hazards that need to be corrected. Going over and modifying the map is very important, because it gives workers the chance to see their progress, or lack of progress, in addressing the hazards.
- The purpose of this activity is to get us to think more critically about how to identify and correct workplace hazards. Next time you see a hazard, ask yourself: "How can I eliminate the hazard?"
- If you cannot eliminate the hazard, run through and apply the options in the hierarchy of controls to control the danger to better prevent injuries.



CONTROLLING HAZARDS

Video and assignment 3 (10 min)

Show the short video about how to avoid the dangers of working in the heat. During the video, 3 scenarios will be presented as part of the group discussion that follows. Read aloud:

- Pay close attention to the scenarios at the end of the video. Each group will be assigned a scenario.

Start the video. Assignment 3, after the video:

- ▶ Pass out to each group their respective scenarios. Based on your own experiences, the information in the Workers' Manual, and the video, each group should discuss how you would respond to the scenario presented.
- ▶ Each table should have its own scenario summary, with some questions to inspire discussion among them. There's also a reference to the pages of the Workers' Manual that they may consult.

After assignment 3:

- ▶ When the groups have finished their discussions, ask a group to present how they would respond to the heat scenario. While they are explaining, ask the other groups if they agree, and/or if they would suggest something else. Afterwards, ask the two other groups to present their responses to the scenarios.

CONTROLLING HAZARDS

Presentations and summary (10 min)

To sum up:

- We don't want our body to get too hot, and when we're working outside in a hot and humid climate, under the sun, we need to protect ourselves. When we are doing physical activity and heavy lifting, the body also produces its own heat.

Ask:

- What are some of the first symptoms that you see when the body is getting too hot? What is the difference between heat stress and heat stroke?

Answers to symptoms:

- Sweating
- Fatigue
- Dizziness
- Headache
- Clammy skin
- Nausea or vomiting

Answers for heat stroke:

- Dry, hot skin, without sweat
- Confusion or loss of consciousness
- Convulsions or seizure

CONTROLLING HAZARDS

Presentations and summary (continued)

Ask:

- How can we avoid heat stress? What should the worker do, and what should the employer do?

Answers:

- Know the signs and symptoms of heat-related illness; keep an eye on yourself and your colleagues.
- Block direct sun and other heat sources.
- Use ventilators or air conditioning; rest regularly.
- Drink a glass of water every 15 minutes while working in hot and humid conditions.
- Avoid alcohol, caffeine, and heavy foods.
- Dress in thin, light clothing that isn't tight.

To summarize, read aloud:

- The first symptoms tell you that you should cool off, rest, and drink water so that your body can recover. If a coworker shows these symptoms, call 911 immediately.
- While waiting for help, move the person to a cool and shaded place, loosen or remove tight clothing, and spray them with cool water.
- Employers must provide workers with cool, clean water.



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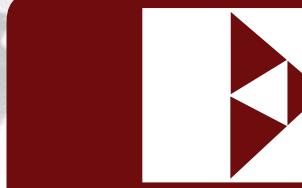
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WORKER MANUAL | ELECTRICITY



"Electrical safety is not just for electricians. All workers should understand the hazards of working near electricity." —RAMÓN HERNANDEZ



ELECTRICITY

PROTECT YOURSELF FROM ELECTRICAL HAZARDS IN CONSTRUCTION

ELECTRICAL HAZARDS

Is electricity dangerous?

- Contact with electricity is a huge hazard on construction sites. The most common causes of electricity-related death in the workplace are incorrect cable use or the use of a damaged extension cord. Electrical shock can cause severe injury.
- In 2007, 108 construction workers died because of electrical shock.

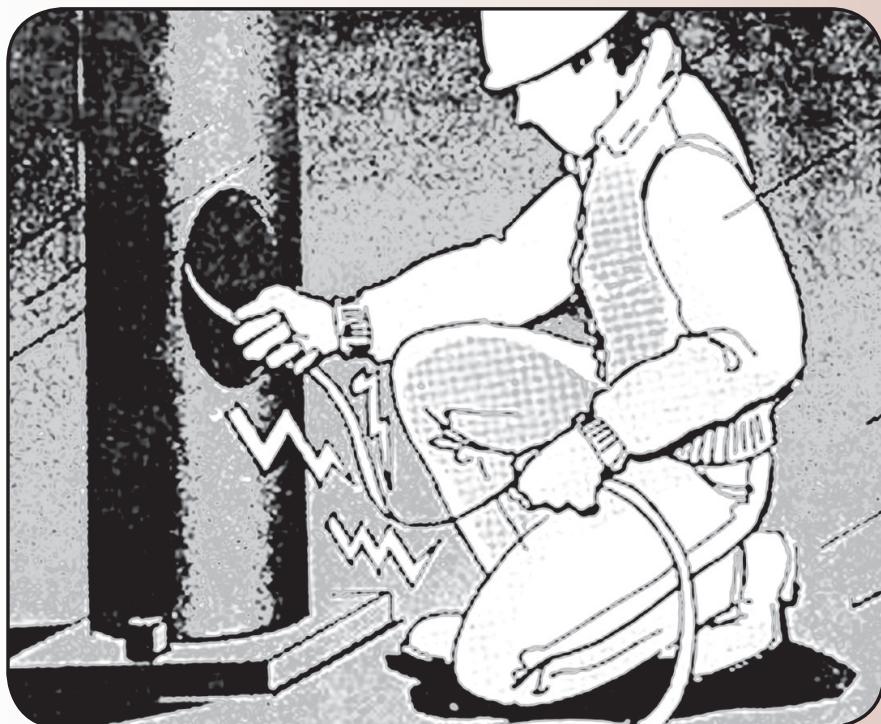


Workers that are at high elevations and come into contact with electricity can fall, which can cause serious injury or even death.

ELECTRICAL HAZARDS

What are the most common electrical hazards on construction sites?

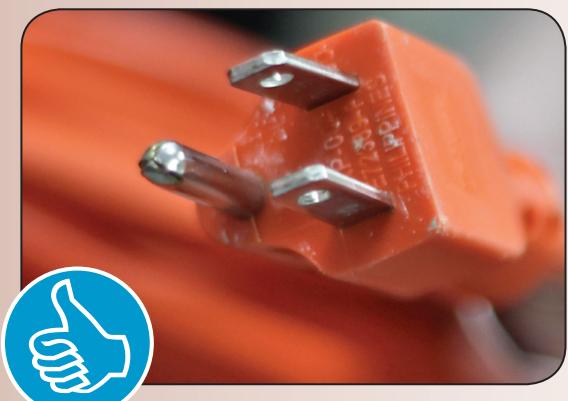
- Inadequate electrical installation
- Damaged tools and equipment
- Exposed electrical equipment
- Overhead electrical wires
- Overloaded circuits
- Faulty grounding
- Wet conditions



SAFETY WITH CORDS AND CABLES

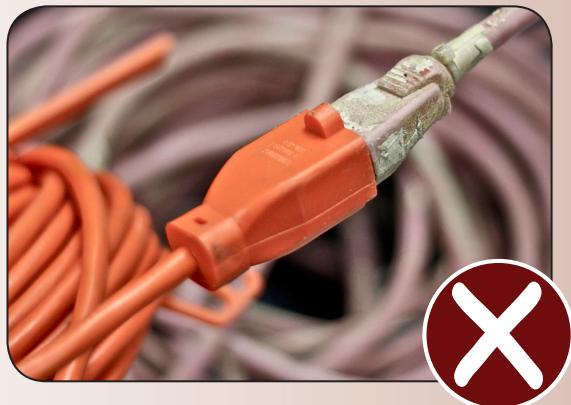


- Examine each cord carefully before using it. If a cord is damaged, or if it is missing a grounding pin, throw it away.
- Never try to fix a damaged cord with tape. Damaged cords can't be used.
- Only use cords that are made for heavy or extra heavy-duty jobs, which are marked with: S, ST, SO, STO, SJ, SJO, SJT, or SJTO.
- Never alter a circuit breaker or ground pin.



SAFETY WITH CORDS AND CABLES

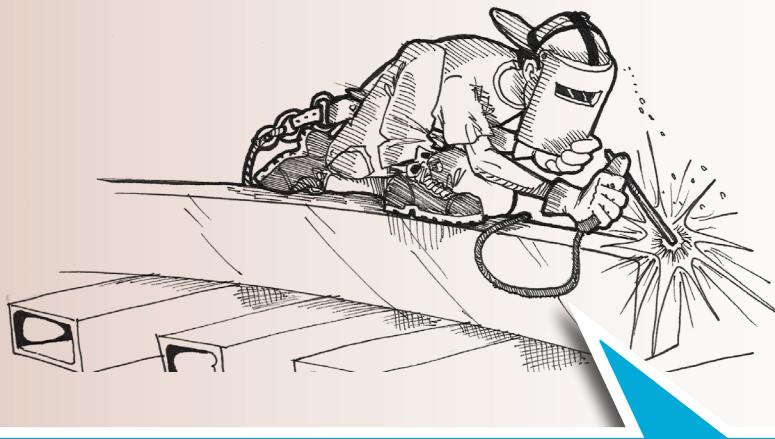
- Never leave cords in a place where others may walk over them; make sure to secure the cord to the ground with tape.
- If you receive a light shock from any equipment or cord, unplug it and inform your supervisor immediately.
- Don't run cords around tight corners.
- Use cords that are long enough for the job. Don't connect multiple cords together.
- Extension cords should not be used as permanent cords.



SAFETY WITH CORDS AND CABLES

There has to be a grounding pin!

- Electrical equipment should have adequate grounding.
- Removing the grounding pin can cause an electrical shock!
- Only use equipment with cords that have three prongs and tools with double insulation.



REMEMBER!

Use ground-fault circuit interrupters (GFCIs) to protect yourself against a dangerous electrical surge. Test GFCIs daily by pressing the "Test" button.



GFCI – Ground-fault circuit interrupters



SAFETY WITH CORDS AND CABLES

Be careful not to overload circuits

- Never overload a circuit or plug, and always use the proper circuit breaker.
- Never use adapters, multiplugs, nor surge protectors in construction sites. Instead of these, use GFCIs (Ground-Fault Circuit Interrupter).



SAFETY WITH CORDS AND CABLES

Damaged equipment is dangerous

- Immediately inform your supervisor about all exposed cables.
- Never use tools with damaged insulation.
- Use all tools and equipment according to their instructions; never modify them.
- Use tools with double insulation, marked with the symbol below:



ELECTRICAL SAFETY AND WATER

Water and electricity do not mix!

Water conducts electricity! Never let a cable pass through a puddle of water.

Avoid using tools in wet locations; NEVER use equipment while you are standing in water.



ELECTRICAL SAFETY AND POWER LINES

What about overhead power lines?



- Inspect all construction sites for overhead power lines before beginning work.
- Keep at least 10 feet (more than 3 meters) between all equipment and any overhead power lines.
- Never store materials or equipment under overhead power lines.
- Never use metal ladders when you are close to overhead power lines. Rather, use fiberglass ladders.
- Never try to touch an overhead power line.

BE SAFE WITH ELECTRICITY

How can you avoid hazards?



- Inspect all electrical equipment before using it.
- Store electrical equipment in its appropriate place.
- GFCI: Use ground fault circuit interrupters (GFCIs). This gadget protects you from a dangerous electric shock.
- Test GFCIs daily using its test button.



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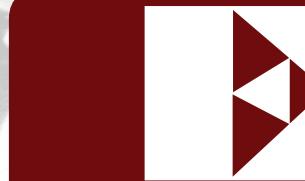
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CURRICULUM | ELECTRICITY



"Electrical safety is not just for electricians. All workers should understand the hazards of working near electricity." —RAMÓN HERNANDEZ



ELECTRICITY

PROTECT YOURSELF FROM ELECTRICAL HAZARDS IN CONSTRUCTION

ELECTRICITY

Introduce the topic (1 min)

Read aloud:

- Now we'll talk about the hazards workers face around electricity in construction. Did you know that one of the main causes of death in construction work is electric shock and incorrect cable use? We'll talk about how to be safe with cables and how to protect ourselves from electrical hazards.

Video and assignment 1 (10 min)

Read aloud:

- Pay close attention to the scenarios at the end of the video. Each group will be assigned a scenario.

Begin the video. Assignment 1, after the video, pass out photos of electrical hazards to each group:

- Based on your own experiences, the information in the Workers' Manual and the video, each group should identify the electrical hazards and how best to correct them using the hierarchy of controls (presented at the beginning of the training). You have 5 minutes.

ELECTRICITY

Presentations and summary (10 min)

Reports: When the groups have finished discussing, ask that each group present how they would respond to the electrical hazards discussed.

- While they explain, ask the other groups if they agree, and/or if they would suggest something different. Next ask both other groups to present their responses to the hazards.

Answers for electrical cables:

- Examine each cable carefully before using it.
- Only use cables that have plugs with three prongs.
- Never use adapters, multiplugs, nor surge protectors in construction sites (instead of these, use GFCIs).

Answers for electrical tools:

- Water is a good conductor of electricity. Never use equipment while standing in water nor let cables pass through a puddle.
- Only use tools with three-pronged plugs and double insulation.
- If a cable is damaged, or if it is missing the grounding pin, mark it clearly so that nobody uses it.

Answers for overhead power lines:

- Keep at least 10 feet (more than 3 meters) distance between all equipment and overhead power lines.
- Remember! Employers have the responsibility of providing a safe and healthy workplace. They should inspect construction sites for electrical hazards, including overhead power lines, before beginning work.



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WORKER MANUAL | PROTECTION



"Workers' Defense Project helped me understand my rights under OSHA. Now I feel more capable of dealing with the issue of workplace safety."

—MARÍA SÁNCHEZ



PROTECTION

YOUR RIGHTS AND RESPONSIBILITIES UNDER OSHA

INTRODUCTION TO OSHA

What is OSHA?

OSHA (Occupational Safety and Health Administration) is an agency of the US Department of Labor, founded in 1970. Before then, no health and safety protection existed for workers.



OSHA's responsibilities are to:

- Develop mandatory protections of health and safety in the workplace,
- Ensure that they are carried out using worksite inspections, and
- Impose fines and financial penalties.



When and how should you use OSHA?

- Talk with your coworkers before proceeding with a complaint.
- Think about a plan of action. Talk with your boss to eliminate the hazard before presenting a complaint to OSHA.
- An online complaint may be enough to eliminate a hazard.

INTRODUCTION TO OSHA

Communicate with your worker center

- Communicate with your worker center to decide how best to resolve the problem. Your center offers safety and health training in English and Spanish, and helps workers with different work-related issues. Visit the following pages to find your nearest worker center: <http://www.iwj.org/network/workers-centers> <http://www.ndlon.org/es/>

Where is my worker center?



WORKERS DEFENSE PROJECT

Austin
5604 Manor Rd.
Austin, TX 78723
Tel: (512) 391-2305
E-mail: info@workersdefense.org
www.workersdefense.org

Dallas
534 West 10th St.
Dallas, TX 75208
Tel: (972)-479-5080



FE Y JUSTICIA WORKER CENTER

1805 West Alabama 2nd Floor
HOUSTON, TX 77098
Tel: (713) 862-8222
E-mail: fjwc@houstonworkers.org
www.houstonworkers.org



PASO DEL NORTE CIVIL RIGHTS PROJECT

1317 Rio Grande
El Paso, TX 79902
Tel: (915) 532-3799
E-mail: pdn@texascivilrightsproject.org
www.texascivilrightsproject.org

WORKER RIGHTS & RESPONSIBILITIES

Basic worker rights under OSHA include the abilities to:

- Request information from your boss about the hazards to your health and safety.
- Receive the necessary training and information.
- Request that the OSHA Area Director investigate working conditions.



Basic responsibilities of the worker under OSHA are to:

- Follow all of the safety and health rules and regulations of your boss, and to use the necessary protective equipment.
- Inform the appropriate supervisor of a hazard.
- Inform your boss about any injury or illness related to the tasks of the job.



WORKER RIGHTS & RESPONSIBILITIES

You have Whistleblower protections!

- To help ensure that workers are free to participate in safety and health activities, Section 11(c) of the OSH Act prohibits any person from discharging or in any manner retaliating or discriminating against any worker for exercising rights under the Act. These rights include raising safety and health concerns with an employer, reporting a work-related injury or illness, filing a complaint with OSHA, seeking an OSHA inspection, participating in an OSHA inspection and participating or testifying in any proceeding related to an OSHA inspection.
- If a worker believes an employer has discriminated against them for exercising their safety and health rights, they should contact their local OSHA office right away. To file a complaint under Section 11(c), contact the nearest OSHA office within 30 days of the discrimination. Workers must call OSHA within 30 days of the alleged discrimination (at 1-800-321-OSHA [6742]).



REMEMBER!

OSHA never cites workers for negligence in the workplace; they only penalize employers.

YOUR IMMIGRATION STATUS DOESN'T MATTER!

OSHA is only concerned with the health and safety of the workplace and doesn't worry about your immigration status.

HOW TO FILE A CLAIM WITH OSHA



If you present a complaint to OSHA, visit your local worker center, call OSHA (1-800-321-OSHA) directly, or submit a complaint via fax, mail, or internet.

"HAZARD DESCRIPTION/LOCATION"

is the most important part of the form. Here, you should describe each hazard in detail.



Your workers' center will help you fill out the online form; your workers' center will serve as your representative.



If an OSHA investigation doesn't resolve the problem, you can still request a site inspection from OSHA.



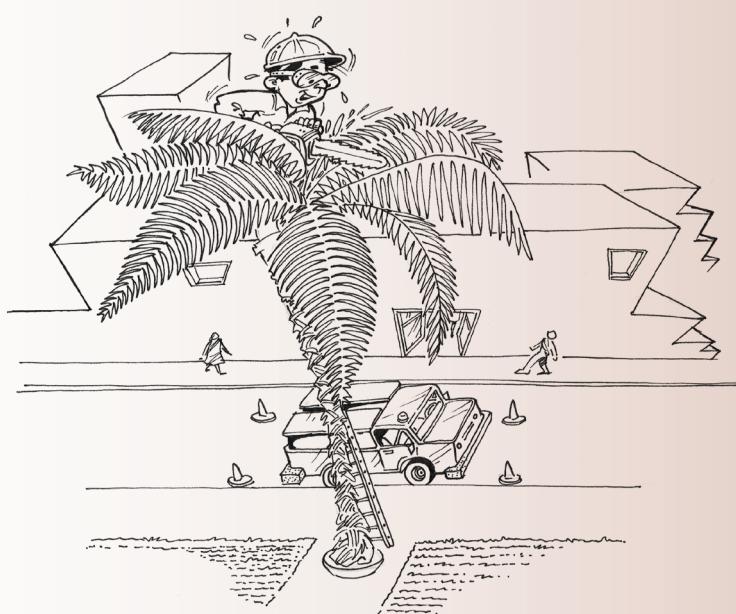
If OSHA decides not to inspect the site, they will notify you in writing & give reasons for their decision. You can appeal a decision with the Area Director & the regional administration.



HOW TO FILE A CLAIM WITH OSHA

What type of cases result in an inspection?

- OSHA conducts on-site inspections of worksites to enforce the OSHA law that protects workers and their rights. Inspections are initiated without advance notice, conducted using on-site or telephone and facsimile investigations, and performed by highly trained compliance officers.
- Worksite inspections are conducted based on the following priorities: imminent danger; fatality or hospitalizations; worker complaints and referrals; targeted inspections – particular hazards, high injury rates; and follow-up inspections.
- Inspections are conducted without employers knowing when or where they will occur. The employer is not informed in advance that there will be an inspection, regardless of whether it is in response to a complaint or is a programmed inspection.



EMPLOYER RESPONSIBILITIES & RESOURCES

What does your employer have to do?

- Complete the general responsibility of maintaining a workplace that is free of danger. Reduce or eliminate any potential hazards.
- Provide safety training about worksite dangers. Ensure that all workers use equipment that is safe and well maintained.
- Make available copies of the rules and regulations for necessary revision.

Employer resources

- OSHA offers free compliance assistance to employers and workers. Several OSHA programs and services (like OSHCON) can help employers identify and correct job hazards, as well as improve their injury and illness prevention program.



DON'T FORGET!

OSHA requires that bosses provide each of their workers a workplace that is free of hazards that cause or may cause accidents or death.

EMPLOYER RESPONSIBILITIES & RESOURCES

What is OSHCON?

- The Occupational Health and Safety Consultation Program (OSHCON) is a free service that helps Texas employers understand and carry out OSHA standards.
- Solicit a meeting to talk about specific issues or to obtain a complete consultation.



Why should employers use the services provided by OSHCON?

- OSHCON consultants can help you:
- Reduce injury and illness in the workplace;
- Stay informed and carry out OSHA requirements;
- Avoid fines for negligence in the workplace;
- Plan health and safety trainings.

EMPLOYER RESPONSIBILITIES & RESOURCES

What is a consultation visit all about?

STEP 1

SOLICITATION: First you should solicit a consultation with OSCHON. Your consultant will try to schedule the meeting when it is most convenient.

STEP 2

WORKSITE VISIT: This includes an introductory conference, an inspection to evaluate hazards, interviews with workers, an evaluation of the safety program, and a closing conference.

STEP 3

CONCLUSIONS AND RECOMMENDATIONS: All of the collected information is evaluated. The consultant will provide you with a detailed written report of the recommendations they have given.

STEP 4

CORRECTION OF THE HAZARD: Correct the serious hazards during the hazard reduction period. Hazards should be corrected within the time limit decided upon by you and the consultant.



SOLICIT A CONSULTATION TODAY!

Call toll free: 1-800-678-7080.
Online solicitations: www.tdi.state.tx.us/wc/safety/oshcon.html
Austin: 512-933-1899

ADDITIONAL RESOURCES

For more information, see the following resources from OSHA:

- If you live in a US State or US Territories, contact Federal OSHA at: (Tel) 1-800-321-6742 or find the contact information for the nearest Federal OSHA Regional or Area office by visiting <http://www.osha.gov/html/RAMap.html>
- Free information about safety and health hazards in the construction industry. http://www.cdc.gov/niosh/construction/consulta_completa.



**UNITED STATES
DEPARTMENT OF LABOR**

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Filing a Complaint

- [Options to file your safety and health complaint.](#)
- [To file a discrimination complaint.](#)
- [When can a complaint be filed.](#)
- [Who can complain.](#)
- [What information must the employee provide.](#)
- [Examples of specific questions for health hazards](#)
- [How federal OSHA responds to complaints.](#)

How to File a Complaint with OSHA

En Español

The Occupational Safety and Health Act of 1970 gives employees and their representatives the right to file a complaint and request an OSHA inspection of their workplace if they believe there is a serious hazard or their employer is not following OSHA standards. Further, the Act gives complainants the right to request that their names not be revealed to their employers.

Complaints from employees and their representatives are taken seriously by OSHA. It is against the law for an employer to fire, demote, transfer, or discriminate in any way against a worker for filing a complaint or using other [OSHA rights](#). OSHA will keep your information confidential. We can help.

Worker Rights

Workers are entitled to [working conditions](#) that do not pose a risk of serious harm. To help assure a safe and healthful workplace, OSHA also provides workers with the right to:

If you think your job is unsafe and you want to ask for an inspection, contact us. It is confidential. If you have been fired, demoted, transferred or discriminated against in any way for using your rights under the law, you must [file a complaint with OSHA within 30 days of the alleged discrimination](#).

Complaint Filing Options

Source: <http://www.osha.gov/as/opa/worker/complain.html>



CEDPA

A SAFETY AND HEALTH TRAINING IN CONSTRUCTION
WORKERS DEFENSE PROJECT / PROYECTO DEFENSA LABORAL

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CURRICULUM | PROTECTION



"Workers' Defense Project helped me understand my rights under OSHA. Now I feel more capable of dealing with the issue of workplace safety."

—MARÍA SÁNCHEZ



PROTECTION

YOUR RIGHTS AND RESPONSIBILITIES UNDER OSHA

PROTECTION

Introduce the topic (1 min)

Read aloud:

- Next we're going to discuss how to protect yourself in the workplace and what OSHA is. Who can tell me what OSHA is? Has somebody had contact or some experience with OSHA?

Answers:

- OSHA (Occupational Safety and Health Administration) is an agency of the US Department of Labor, created in 1970. Before then, no protections existed for workers.
- Remember! OSHA never cites workers for negligence in the workplace; they only regulate workers through employers.

Video and assignment 1 (10 min)

Read aloud:

- Pay close attention to the scenarios at the end of the video. Each group will be assigned a scenario.

Begin the video. Assignment 1, after the video:

- Based on your own experiences, the information in the Workers' Manual, and the video, each group should discuss how you would respond to the assigned scenario.

PROTECTION

Presentations (10 min)

Reports: When the groups have finished discussing, ask that each group present how they would respond to the scenario.

- While they explain, ask the other groups if they agree, and/or if they would suggest something different. Next ask both other groups to present their responses to the scenarios.

Questions to start discussion:



- Do you all agree with the actions or opinions in the scenarios, or not?
- In scenario 1, how would you respond as coworkers? How should an employer respond? Why?
- In scenario 2, a contractor talks about his responsibilities to provide training to his employees. In your own experiences, do employers provide safety training and equipment? When? If not, why not?
- In scenario 3, should you try to negotiate with the boss in scenario 3? If so, how would you do so?