



## **Occupational Safety & Health Act (OSHA) Fact Sheet**

### **Who's covered?**

- All private employers with limited exceptions

### **What's the purpose of the Act?**

- To ensure that every employee works in a safe and healthy environment

### **What are employers required to do?**

- Provide a workplace free from recognized hazards likely to cause death or serious physical harm
- Comply with safety and health regulations promulgated by OSHA
- Keep a log and summary of workplace injuries and illnesses
- Keep records of safety training sessions
- Retain records for the required period of time

### **Does an employer have specific obligations with regard to serious accidents?**

- Yes. Employers must notify OSHA within 8 hours of learning of any workplace accident resulting in the death of at least one employee or the hospitalization of three or more employees.

### **What are the potential penalties?**

- Monetary fines
- Criminal penalties, including imprisonment

### **Top OSHA tips**

- Keep track of all pertinent safety regulations
- Post the "Job Safety and Health Protection" poster, available from OSHA
- OSHA inspectors have the authority to show up and inspect certain workplaces without notice
- Inspections will frequently occur after serious accidents
- Have a plan in place regarding how to deal with OSHA inspections
- It is illegal to retaliate against employees who have complained to OSHA about unsafe or unhealthy conditions

### **And in California we have CalOSHA**

- Make sure you have an Illness & Injury Prevention Plan per CA requirements
- Make sure you follow your plan
- Keep all IIPP related documentation with your IIPP