

1. Introduction to OSHA

Relevant Regulations

The Occupational Safety and Health Administration (OSHA) issues regulations to assist employers in reducing the number of hazards in the work place. Employers who implement these regulations may significantly decrease the number of injuries and deaths caused by work-related accidents.

OSHA Regulations and compliance information is widely available, and can be acquired in written format and online. To view them online, go to: <http://www.osha.gov/law-regs.html>

Federal regulations are contained in the Code of Federal Regulations (CFRs). A different volume number is given for each government agency's regulations. OSHA regulations, and other Department of Labor regulations, are found in 29 CFR.

29 CFR Part 1926 contains the OSHA Safety and Health Regulations for Construction.

OSHA also relies on other organizations and agencies to identify hazards and publish standards (e.g. ANSI, DOT, NFPA, etc.). OSHA calls these Consensus Standards and they are often referred to in the CFRs, which makes them enforceable by OSHA.

Many individual states have a state safety and health plan, which is required to be at least as effective and may be more stringent than the OSHA regulations.

RESOURCES

OSHA Online - www.osha.gov
 OSHA Hotline - 800-321-OSHA

NFPA Online - www.nfpa.org
 ANSI Online - www.ansi.org

CFRs Online - www.gpoaccess.gov/cfr/index.html
 DOT Online - www.dot.gov

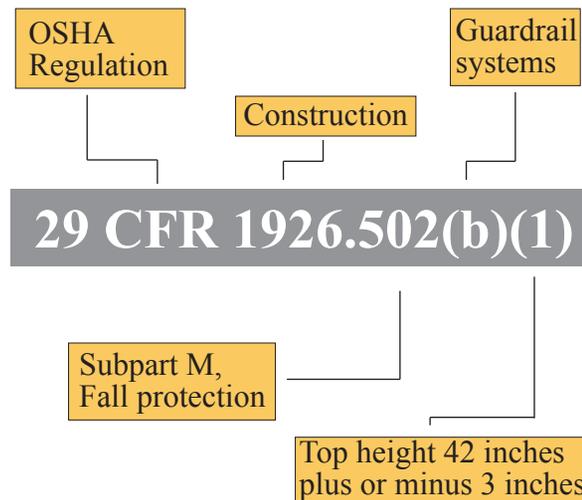
Reasons to Study/Hazards

An increased awareness of common hazards in the workplace helps employees and employers ensure a safe and healthy workplace for American workers.

A good safety program protects employees from injury and death.

For an employer, a good safety program results in:

- Reduction of workplace injuries
- Fewer workers' compensation claims
- Fewer lawsuits brought about by injured workers
- Lowered workers' compensation insurance premiums
- Fewer or no OSHA citations and/or fines
- Increased productivity.



Rights and Responsibilities

Employer

The OSH Act makes employers **responsible** for providing a safe workplace. This is specified in the General Duty Clause (Section 5(a)(1) of the OSH Act), which states:

Each employer shall furnish to each employee a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees.

Employers have certain **rights**. These include the right to require OSHA inspectors to get a warrant, to know the reason for inspections, to be informed of inspection findings, and to contest penalties. They also have the right to maintain confidentiality regarding trade secrets, products, and employee information.

Employees

The OSH Act makes employees **responsible** for complying with the OSHA rules, regulations, and orders.

Employees have the **right** to review OSHA standards and requirements, and to see posted OSHA citations. They are protected from discrimination based on a safety complaint against their employer. They have the right to participate in OSHA inspections and be informed of inspection outcomes. Above all, they have the right to a safe and healthful workplace.