

Job site: _____
 Foreman: _____

Date: _____
 G.C. _____

SMOHIT Safety Sense Toolbox Talks for the Sheet Metal Industry	<h3>OSHA & Your Rights</h3> <ul style="list-style-type: none"> • Employers have the responsibility to keep their workers safe. OSHA has established some basic regulations for employers to follow. • It is the employers' responsibility to provide a safe and healthy workplace free of recognized hazards. This regulation is commonly referred to as the "general duty clause." • The employer must comply with all OSHA standards, either the General Industry Standards (29 CFR 1910) or the Construction Industry Standards (29 CFR 1926). • Employees have certain responsibilities, too. First and foremost, workers must follow their employer's safety rules. Workers cannot be cited or fined by OSHA, but they can be disciplined for violating their employers' safety rules. • Employees must tell their job steward, foreperson, or business agent about health and safety concerns on the job. Section 11(c) of the OSHAct prohibits disciplining or discriminating against any worker for using their OSHA rights, including filing a complaint. • You must be informed of imminent dangers. An imminent danger is one that could cause death or serious injury now or in the near future. If you do not think that your employer is providing a workplace free of recognized hazards, you have the right to file a complaint with OSHA. • You or your union representative can accompany the OSHA inspector in the walk-around inspection. Walk-around inspection activities include all opening and closing conferences related to the conduct of the inspection. • You have the right to be told about citations issued at your workplace. Notices of OSHA citations must be posted in the workplace near the site where the violation occurred and must remain posted for three days or until the hazard is corrected, whichever is longer. 	<h3>Instructor Tips</h3> <ul style="list-style-type: none"> • Point out that if there is a conflict between the General Industry and Construction Industry standards, the most protective standard must be used and enforced. • Point out that the union can also help workers to use and to protect their rights as employees. • Remind workers that they should wear PPE provided by the employer, as PPE is part of the employer's way of keeping his employees safe.
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