California law provides job safety and health protection for workers under the Cal/OSHA program. This poster explains the basic requirements and procedures for compliance with the state's job safety and health laws and regulations. The law requires that this poster be displayed. (Failure to do so could result in a penalty of up to $7,000.)

**WHAT AN EMPLOYER MUST DO:**

All employers must provide work and workplaces that are safe and healthful. In other words, an employer must provide an environment free of hazards that may result in serious injury to employees and health. Failure to do so can result in a threat to the life or health of workers, and substantial monetary penalties.

You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.

You must correct any hazardous condition that you know may result in serious injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration.

You must notify the nearest Cal/OSHA office of any serious injury or fatality occurring on the job. Be sure to do this immediately after calling for emergency help to assist the injured employee. Failure to report a serious injury or fatality within 8 hours can result in a maximum civil penalty of $5,000.

**WHAT AN EMPLOYER MUST NEVER DO:**

- Never permit an employee to do work that violates Cal/OSHA law.
- Never permit an employee to be exposed to harmful substances without providing adequate protection.
- Never allow an untrained employee to perform hazardous work.

**EMPLOYEES HAVE CERTAIN RIGHTS IN WORKPLACE SAFETY & HEALTH:**

As an employee, you (or someone acting for you) have the right to file a complaint with Cal/OSHA and request the investigation of your workplace if conditions there are unsafe or unhealthful. This is done by contacting the local district office of the Division of Occupational Safety and Health (see list of offices). Your name is not revealed by Cal/OSHA, unless you request otherwise.

You also have the right to bring unsafe or unhealthful conditions to the attention of the Cal/OSHA investigator making an inspection of your workplace. Upon request, Cal/OSHA will provide the names of employees who submit or make statements during an inspection or investigation.

Any employee has the right to refuse to perform work that would violate a Cal/OSHA or any occupational safety or health standard or order where such work would create a real and apparent hazard to the employee or other employees.

You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or using any other right given to you by Cal/OSHA law. If you feel that your employer has fired or punished for exercising your rights, you may file a complaint about this type of discrimination by contacting the nearest office of the Department of Industrial Relations, Division of Labor Standards Enforcement (State Labor Commissioner). The investigator will talk to a reasonable number of employees about safety and health conditions at the workplace.

**EMPLOYERS ALSO HAVE RESPONSIBILITIES:**

To keep the workplace and your coworkers safe, you should tell your employer about any hazard that could result in an injury or illness to people on the job.

While working, you must always obey state job safety and health laws.

**HELP IS AVAILABLE:**

To learn more about job safety rules, you may contact the Cal/OSHA Consultation Service for free information, required forms and publications. You can also contact a local district office of the Division of Occupational Safety and Health. If you prefer, you may retain a competent private consultant, or ask your workers’ compensation insurance carrier for guidance in obtaining information.

**CAL/OSHA CONSULTATION SERVICE**

Headquarters: 2000 E. McDuffie Ave. #214, Santa Ana, CA 92705 — (714) 558-4411

**Area & Field Offices:**

- **Bakersfield:** 7178 Meany Ave. Bakersfield 93308 — (661) 492-6452
- **Concord:** 1465 Enea Circle Suite 255, Concord 94520 — (925) 293-8251
- **Fresno:** 1015 East Hillside Drive Bldg. Suite 110, Fresno City 94404 — (559) 378-1851
- **Fresno/Santa Maria:** 39141 Civic Center Dr. Suite 310, Fowler City 93630 — (559) 742-2521
- **Huntington Beach:** 2550 Mariposa St. Room 4000, Fresno 93721 — (559) 445-5302
- **Los Angeles:** 3221 West Figueroa St. Suite 850, Los Angeles 90029 — (213) 577-7951
- **Los Angeles (South):** 2035 North Figueroa Street, Los Angeles 90031 — (213) 577-7951
- **Modesto:** 204 North 10th Street, Modesto 95351 — (209) 893-5958
- **Oakland:** 1515 Clay St. Suite 1103, Oakland, CA 94612 — (510) 794-2521
- **Sacramento:** 2424 Arden Way Suite 165, Sacramento 95815 — (916) 263-2800
- **San Bernardino:** 405 West Fourth St. Suite 332, San Bernardino 92402 — (909) 823-0321
- **San Diego:** 755 Metropolitan Dr. Suite 207, San Diego 92108 — (619) 572-8269
- **Santa Rosa:** 1221 Farmers Lane Suite 300, Santa Rosa 95404 — (707) 576-2388
- **Torrance:** 680 Knox St. Suite 100, Torrance 90502 — (310) 516-3734
- **Van Nuys:** 6150 Van Nuys Blvd. Suites 405, Van Nuys 91401 — (818) 901-5403
- **West Covina:** 1906 Garvey Ave. Suite B, West Covina 91790 — (626) 628-2541
- **Oakland:** 1515 Clay St. Suite 1301, Oakland 94612 — (510) 622-2916
- **Sacramento:** 750 Royal Oak Dr. Suite 101, Rancho Cordova 95670 — (916) 263-2800
- **San Bernardino:** 5230 Santa Fe Drive, San Bernardino 92401 — (909) 823-0321
- **Santa Ana:** 6150 Van Nuys Blvd. Suites 405, Van Nuys 91401 — (818) 901-5403
- **Los Angeles:** 1901 North Gateway Blvd. #214, Santa Ana, CA 92705 — (714) 558-4411

**CAL/OSHA INSPECTION PROGRAM**

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**CITATIONS & PENALTIES**

The investigator shows the employer who has violated a safety and health standard or order, then the Division of Occupational Safety and Health issues a citation. Each citation specifies a date by which the violation must be abated. A notice which carries no monetary penalty, may be issued in lieu of a citation for certain non-serious violations.

Citations carry penalties of up to $7,000 for each regulatory or general violation and up to $25,000 for each serious violation. Additional penalties of up to $7,000 per day for regulatory or general violations and up to $15,000 per day for serious violations may be proposed for each failure to correct a violation by the abatement date shown on the citation. A penalty of not less than $5,000 nor more than $70,000 may be assessed an employer who willfully violates any occupational safety and health standard or order. The maximum civil penalty that can be assessed for each willful violation is $50,000. This is a penalty that causes death or permanent impairment of the body of any employee results, upon conviction, in a fine of not more than $250,000, or imprisonment up to three years, or both, and if the employer is a corporation or limited liability company the fine may not exceed $1.5 million. The law provides that employers may appeal citations within 15 working days of receipt to the Occupational Safety and Health Appeals Board.

If an employer who receives a citation, Order to Take Special Action, or Special Order must post it prominently at or near the place of the violation for three working days, or until the unsafe condition is corrected, whichever is longer, to warn employees of the danger that may exist there. Any employee may protest the time allowed for correction of the violation to the Division of Occupational Safety and Health or the Occupational Safety and Health Appeals Board.

**SAFETY AND HEALTH PROTECTION ON THE JOB**