



"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.

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?

PROTECTION

Restart video and discussion (10 min)

Restart the video:

- ▶ After the discussion, start the video over. When the video is over, discuss as a class how Lucas responded to scenario 3.

Start the discussion:

- ▶ Below are some questions for inspiring discussion. Make sure the main points on the next page are discussed and well understood by all.

Questions to stimulate discussion:



- What did Lucas do well? How did he negotiate with his boss?
- Should he have negotiated with his boss before going up the ladder with Fernando?
- When did Lucas decide to go to the workers' center of help? Would you have done the same?
- Based on the information from the video and the Workers' Manual, how will OSHA respond to the complaint? When does OSHA make an investigation?
- What can employers do to improve workers' safety?

Restart video and discussion (continued)

Worker rights under OSHA:

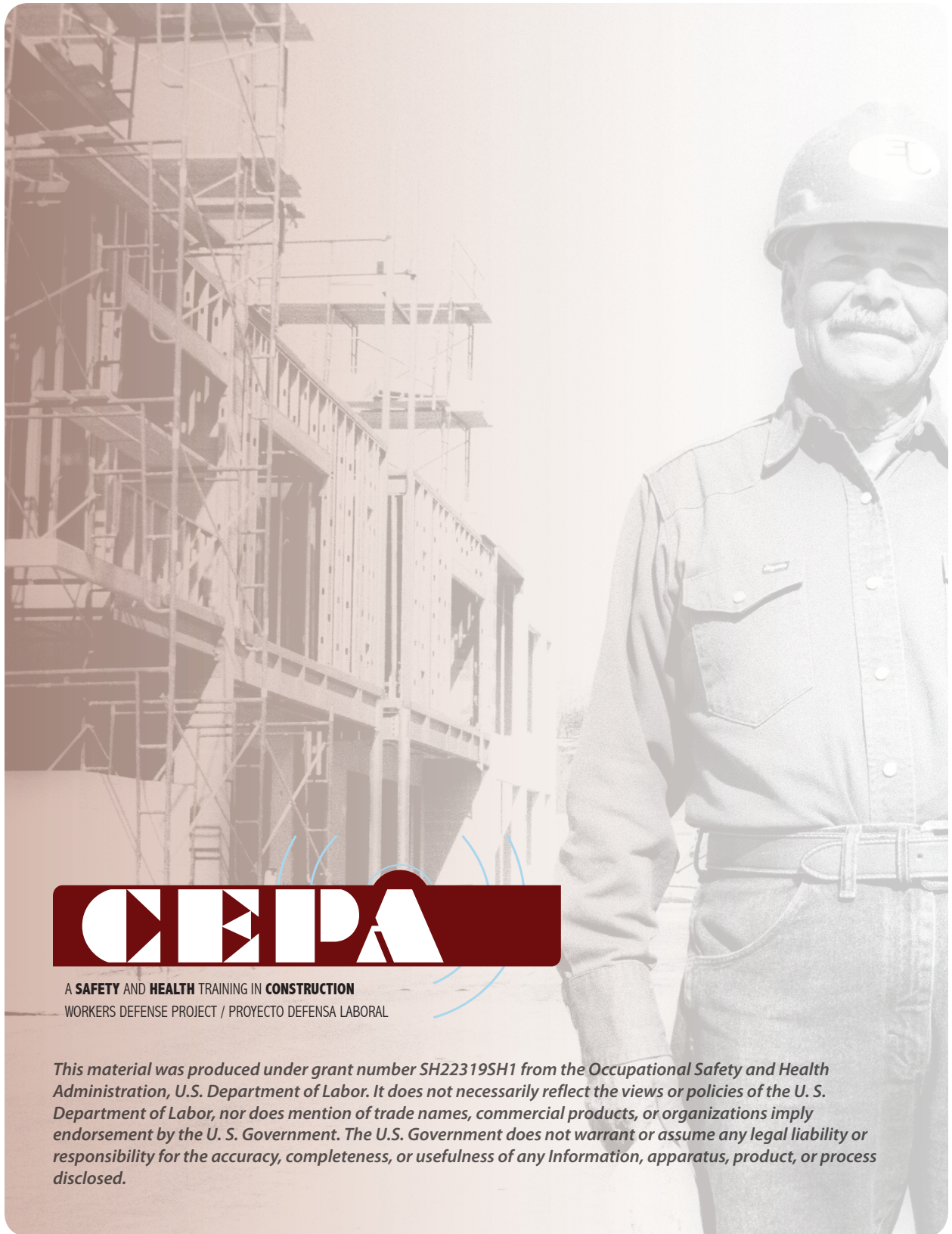
- Request information from your boss about the hazards to your health and safety.
- Receive the necessary training and information.
- Request that the OSHA Area Director investigate working conditions.

Employer responsibilities under OSHA:

- Complete the general responsibility of maintaining a workplace that is free of danger.
- Reduce or eliminate any potential hazards.
- Ensure that all workers use equipment that is safe and well maintained.

Read aloud:

- If the worker has tried to fix a hazard in the workplace, but the employer refuses to act, the worker should come to the nearest worker center. Remember! Our workers' center will help you fill out the online form and will serve as your representative.
- Employers can ask for a consultation with OSCHON, the Occupational Safety and Health Consultation program. It's a free service that helps employers. [Reference this section of the Workers' Manual].



A **SAFETY** AND **HEALTH** TRAINING IN **CONSTRUCTION**
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