Job Safety and Health
IT'S THE LAW!

All workers have the right to:
- A safe workplace.
- To be free from bullying or retaliation from anyone, including co-workers, managers, or supervisors.
- To receive timely and accurate information about their workplace conditions, including potential hazards.
- To be provided with adequate personal protective equipment.
- To be provided with specific training for the use of hazardous substances.
- To be paid at least minimum wage and overtime rates for work in excess of 40 hours during any workweek.
- To be provided with paid vacation, sick leave, and medical benefits.
- To be provided with a workplace free from discrimination, harassment, or other forms of retaliation.
- To have access to OSHA's whistleblower program.

Employers must:
- Provide employees a workplace free from recognized hazards. To be made aware of any hazards that exist in the workplace.
- Provide employees with access to medical records and related information.
- Provide employees with adequate personal protective equipment.
- Provide employees with adequate training on the use of hazardous substances.
- Provide employees with timely and accurate information about their workplace conditions, including potential hazards.
- Provide employees with paid vacation, sick leave, and medical benefits.
- Provide employees with a workplace free from discrimination, harassment, or other forms of retaliation.
- Provide employees with access to OSHA's whistleblower program.

Under the NLRA, you have the right to:
- Organize a union to represent your interests and concerns.
- To have access to your employer's facilities, including your workplace, for the purpose of organizing.
- To participate in bargaining activities on behalf of your employer.
- To participate in collective bargaining activities on behalf of your employer.
- To be provided with adequate training on the use of hazardous substances.
- To be provided with paid vacation, sick leave, and medical benefits.
- To be provided with access to OSHA's whistleblower program.

Under the NLRA, it is illegal for your employer to:
- Prohibit you from talking to other workers during non-work time, such as before or after work, or during breaks, or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union activities or affiliations in a manner that discourages you from participating in such activities.
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise retaliate against an employee who is a union member.
- Take action or engage in any other activities that would discourage you from participating in such activities.
- Threaten to close your workplace if you join or support a union.
- Prevent or limit the ability of workers to engage in concerted activity for mutual aid and protection.
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Under the NLRA, it is illegal for a union to:
- A union to represent your interests and concerns.
- To have access to your employer's facilities, including your workplace, for the purpose of organizing.
- To participate in bargaining activities on behalf of your employer.
- To participate in collective bargaining activities on behalf of your employer.
- To be provided with adequate training on the use of hazardous substances.
- To be provided with paid vacation, sick leave, and medical benefits.
- To be provided with access to OSHA's whistleblower program.

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