

The Minnesota Legislature authorized the Department of Labor and Industry, Occupational Safety and Health Division, to work with employers and employees throughout the state to prevent worker injuries and illnesses. This is to be accomplished through a combination of research, education, regulation and enforcement.

Employees

The Minnesota Occupational Safety and Health Act (Minnesota Statutes Chapter 182) requires that your employer provide you with a workplace free of known hazards that can cause death or serious injury. You also have other rights and responsibilities under the OSH Act.

- You must follow all Minnesota OSHA (MNOSHA) standards and your employer's safety rules.
- You have the right to discuss your workplace safety and health concerns with your employer or with MNOSHA.
- You can file a complaint about safety and health hazards with MNOSHA and request an inspection to be conducted. You may request your name be withheld from your employer.
- You are free to speak to a MNOSHA investigator inspecting your workplace.
- You have a right to refuse to perform a job or job duty if you believe the task or equipment will place you at immediate and definite risk of death or serious physical injury. However, you must perform any other task to which your employer may assign you. You cannot simply leave the workplace.
- Your employer must provide you with information about any hazardous substances, harmful physical agents and infectious agents you are exposed to at work.
- Your employer cannot discriminate against you for exercising any of your rights under the OSH Act. However, your employer can discipline you for not following its safety and health rules. If you feel your employer has discriminated against you regarding your OSH Act rights, you must file a complaint with MNOSHA within 30 days.
- Employees also have the right: to participate in rulemaking by MNOSHA; to be notified and comment about any variances from standard requirements by your employer; and to see all citations, penalties and abatement dates issued to your employer by MNOSHA.
- Your employer also must provide you with your exposure and medical records upon request.

Employers

You must provide your employees with a safe and healthful work environment free from any recognized hazards that can cause injury or death and comply with all applicable MNOSHA standards. In addition, you must do the following.

- You must allow MNOSHA investigators to conduct inspections, interview employees and review records.
- You must provide all necessary personal protective equipment and training at the employer's expense.
- You **must report to MNOSHA within eight hours** all accidents resulting in the death of an employee or the inpatient hospitalization of three or more employees.
- You have the right to participate in rulemaking done by MNOSHA.
- You must develop an A Workplace Accident and Injury Reduction (AWAIR) program in writing if required under Minnesota Statutes 182.653, subd. 8.
- You must **post a copy of this poster** and other MNOSHA documents where other notices to employees are posted.

Citations and penalties: Those employers found to have willfully or repeatedly violated a MNOSHA standard shall be assessed a fine of \$5,000 to \$70,000. If such a violation causes or contributes to a fatality, this amount is increased to a minimum of \$50,000. Serious, but not willful, violations shall be assessed a penalty of as much as \$7,000. If such a violation causes or contributes to the death of an employee, that amount increases to a minimum of \$25,000. A fine of no more than \$7,000 will be charged for a nonserious violation of the standards.

For more information or to file a complaint about workplace safety or health hazards, contact MNOSHA at:

Department of Labor and Industry
Occupational Safety and Health Division
443 Lafayette Road N.
St. Paul, MN 55155-4307



(651) 284-5050
1-877-470-OSHA (1-877-470-6742)
osha.compliance@state.mn.us
www.dli.mn.gov

Employers, employees and members of the general public who wish to file a complaint regarding the MNOSHA program may write to the federal OSHA Region 5 office at: U.S. Department of Labor, Occupational Safety and Health Administration, Chicago Regional Office, 230 S. Dearborn Street, Room 3244, Chicago, IL 60604. April 2012

This material can be provided to you in different formats (Braille, large print or audio) if you call the MNOSHA Training/Outreach Office at (651) 284-5050; toll-free at 1-877-470-OSHA (1-877-470-6742); or via TTY at (651) 297-4198.