The Arizona Occupational Safety and Health Act ("the Act") provides safety and health protection for employees in Arizona. The Act requires each employer to furnish its employees with a workplace free from recognized hazards which could cause death or serious physical harm. The Act is enforced by the Industrial Commission of Arizona, and regulations promulgated by the Industrial Commission. The Arizona Department of Occupational Safety and Health ("ADOSH") is the enforcement arm of the Industrial Commission of Arizona, administers and enforces the requirements of the Act.

As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may ask ADOSH to keep your name confidential.

You have the right to request that ADOSH conduct an inspection if you believe there are unsafe or unhealthful conditions in your workplace. You or your representative may participate in the inspection.

If you believe you have been discriminated against for making safety and health complaints, or for exercising your rights under the Act, you have a right to file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from discrimination under the Federal Occupational Safety and Health Act and may file complaint with the U.S. Secretary of Labor within 30 days of the discriminatory action.

You have the right to see any citations that have been issued to your employer.

You have the right to obtain copies of your medical records or records of your exposure to both harmful substances and conditions.

Your employer must post this notice in your workplace.

The Industrial Commission and ADOSH do not cover employees of households of domestic labor, those in similar activities organized by a labor organization, or activities covered by the Federal Employees' Compensation Act.

The Fair Wages and Healthy Families Act (the "Act") applies to any establishment covered by Section 23-373 of the Arizona Revised Statutes. The Act grants employees the right to request and receive earned paid sick time. The Act permits employers to set policies regarding the accrual, use, and carryover of paid sick time; however, the Act prohibits employers from retaliating against employees who request, use, or carryover paid sick time. The Act also requires employers to post notices and / or policies regarding earned paid sick time in a conspicuous location.

Employees may seek enforcement of the provisions of the Arizona Occupational Safety and Health Act by filing a complaint with the Industrial Commission’s Division of Occupational Safety and Health ("ADOSH"). ADOSH, on the basis of any complaint, may conduct an inspection of the workplace and may issue citations, orders, and regulations for the correction of workplace hazards or other conduct, if the conduct would cause a reasonable employee to feel compelled to resign or constitutes grounds for a constructive discharge.

Employees may seek enforcement of the provisions of the Arizona Occupational Safety and Health Act by filing a complaint with the Industrial Commission’s Division of Occupational Safety and Health ("ADOSH"). ADOSH, on the basis of any complaint, may conduct an inspection of the workplace and may issue citations, orders, and regulations for the correction of workplace hazards or other conduct, if the conduct would cause a reasonable employee to feel compelled to resign or constitutes grounds for a constructive discharge.

**CONSTRUCTIVE DISCHARGE**

If you believe that working conditions at your place of employment may become intolerable, causing you to resign, you are encouraged to communicate this to your employer.

Under Section 23-373, Arizona Revised Statutes, an employer may be required to respond to an employee’s request for constructive discharge by notifying the employee and all other employees present at the workplace that the working condition exists that the employee believes is objectively intolerable, will compel him to resign or constitutes grounds for a constructive discharge.

Under the law, you are entitled to bring a constructive discharge claim against your employer, you may take each of the following actions before deciding whether to resign:

- **NOTICE TO EMPLOYEES**
- **FAIR EMPLOYMENT**
- **UNEMPLOYMENT INSURANCE**

**NOTICE TO EMPLOYEES**

When posting required notice, you may use any form of notice that you believe is appropriate so long as it meets the content requirements set forth in the law. Not all employers have the same number of employees. Therefore, the use of the number of employees or the size of the workplace is based on the number of employees that are covered by the Fair Wages and Healthy Families Act.

**FAIR EMPLOYMENT**

**UNEMPLOYMENT INSURANCE**

When posting required notice, you may use any form of notice that you believe is appropriate so long as it meets the content requirements set forth in the law. Not all employers have the same number of employees. Therefore, the use of the number of employees or the size of the workplace is based on the number of employees that are covered by the Fair Wages and Healthy Families Act.