SAFETY AND HEALTH PROTECTION ON THE JOB

You must be aware of hazards your employees face on the job and keep records of workplace injuries and illnesses for at least five years. Injuries and illnesses recorded in your establishment must be reported to California’s Division of Occupational Safety and Health (Cal/OSHA) within one working day of when you became aware of the injury or illness. You must also keep records of workplace injuries and illnesses for at least five years. If Cal/OSHA investigates an injury or illness, you must give the investigators the records for that injury or illness. You must also give the investigators all other records relating to injuries and illnesses. If you fail to provide the information or records requested by Cal/OSHA, you may be fined. A violation of the law is a criminal offense.

WHISTLEBLOWER PROTECTION

It is the policy of the State of California to encourage whistleblowers to notify appropriate government agencies of any suspected violations of the law or any fraudulent, criminal, or unethical conduct by any public or private employer or any person or entity engaged in a business relationship with the employer. You are legally protected against retaliation by your employer for making disclosures to a government or law enforcement agency or to a person authorized to conduct an investigation by a government or law enforcement agency.

Workers' Compensation

Workers' compensation insurance provides financial compensation to employees for work-related injuries and illnesses. It is a no-fault insurance program that compensates employees for medical expenses, lost wages, and survivor benefits. Workers' compensation insurance is required for employers of 20 or more persons and is optional for employers with 19 or fewer employees. If you are injured on the job, you must report the injury immediately to your supervisor or to an employer representative. Don't delay. There are strict deadlines for reporting work-related injuries.

FAQs

1. Can I refuse to perform work that would violate my safety regulations?
   - Yes, if you are scheduled to be at work unless you make another arrangement to get to work on time.

2. What are the deadlines for reporting work-related injuries?
   - You must report a serious injury or illness, or death, within one working day. You must report a non-serious injury within five working days.

3. What rights do I have if I am injured on the job?
   - You have the right to see and copy your medical records and to be notified of your status.

4. What if my employer does not have workers' compensation insurance?
   - If your employer does not have workers' compensation insurance, you may be eligible for coverage under the state's workers' compensation program. You can contact Cal/OSHA to find out if you are eligible for coverage.

5. What if my employer is not paying workers' compensation?
   - If your employer is not paying workers' compensation, you can contact Cal/OSHA to report the violation. You may also file a complaint with the Department of Industrial Relations (DIR) or the Employment Development Department (EDD).