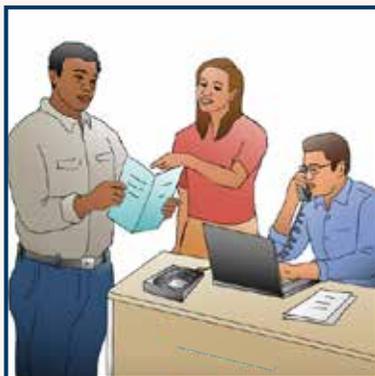# All workers have rights to a safe job

Common hazards that impact workers' health:

- Heat
- Chemicals
- Wildfire smoke or ash
- Stress
- Machinery and equipment
- Infectious diseases
- Workplace violence
- Harassment
- Heavy lifting
- Awkward postures
- Repetitive motions

Your employer is legally responsible for keeping you safe at work.

To help prevent injuries and illnesses on the job, employers must:

- Identify health and safety hazards and correct them.
- Have a written health and safety plan.
- Tell you about workplace hazards and train you in a language and in a way that you understand.
- Have workers' compensation insurance and pay for medical care for work-related injuries and illnesses.
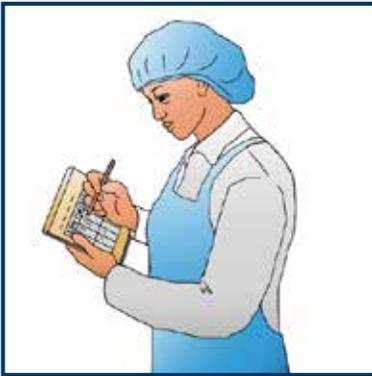- Keep track of all workplace injuries and illnesses.

It is illegal for your employer to fire you or retaliate if you speak up or take action for safety and health.

You have the right to take action.

Worksites are safer when workers are involved, and the law protects you when you speak up about safety. You can:

- Ask for information about things you think are dangerous.
- Talk about health and safety problems with your coworkers or supervisor.
- Make suggestions for a safer workplace.
- Report safety problems and injuries to your supervisor.
- Refuse work that could put your life in danger or cause serious injury.
- Report problems to Cal/OSHA. You may decide it's not safe to talk to your employer. You can report a problem directly to the agency.

You can also:

- Join together with other workers to ask for changes: you may have more power and more legal protections acting together as a group.
- Document the process: If you speak to your employer, write down when you met, who was there, and what was said.
- Get help: A worker organization or legal aid group may help you understand your rights, suggest ways to address the problems, and help you decide whether to speak to your employer and what to say.

For more resources, **scan this QR code** or visit our website at **lohp.berkeley.edu**

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