

Health and Safety at Work

A 2 Hour Health and Safety
Workshop for Workers in Food
Processing, Warehousing and Tech
Support

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**Health & Safety Workshop
Labor Occupational Health Program,
University of California, Berkeley
In partnership with
Working Partnerships, USA and
Teamsters**

Acknowledgements

This is a joint partnership between the Labor Occupational Health Program at the University of California, Berkeley, Working Partnerships, USA, and the Teamsters.

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Health and Safety at Work

A 2 Hour Health and Safety Workshop for Workers in Food Processing, Warehousing and Tech Support

Learning Objectives

By the end of this workshop, participants will be able to:

1. Identify several types of hazards in their workplace.
2. Identify solutions that eliminate the hazard and others involving policies and procedures or personal protective equipment.
3. Describe basic health and safety laws that protect workers.
4. Communicate with their employer or supervisor about improving health and safety in the workplace.

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Workshop at a Glance

Activity	Time	Materials & Resources
<p>A. Introductions; review of agenda and objectives; pre-test</p> <p>Participants review the agenda and objectives; take a pre-test; and participate in an activity to get to know each other and start learning about their health and safety rights.</p>	20 minutes	<ul style="list-style-type: none"> ▪ Sign in sheet ▪ Name tags (one for each participant) ▪ Markers (2 boxes) ▪ Two copies of this document (lesson plan) ▪ Large copy of “Agenda and Objectives” ▪ Tape ▪ Copies of “Agenda and Objectives” (one for each participant) ▪ Copies of “Pre-test” (one for each participant) ▪ Large copy of “Pre-test” ▪ Pencils or pens (one for each participant) ▪ Bell to bring the group together
<p>B. Identifying hazards and the best solutions</p> <p>Participants learn to identify a various types of hazards and solutions involving eliminating the hazard, policies and procedures, and personal protective equipment.</p>	40 minutes	<ul style="list-style-type: none"> ▪ Flip chart, flip chart base and markers to write down hazards ▪ Large copy of the “Bull’s Eye Diagram” ▪ Copies of the “Bull’s Eye Diagram for Participants” (one for each participant)
<p>C. Basic health and safety rights</p> <p>Participants learn about basic health and safety rights through a Bingo game.</p>	20 minutes	<ul style="list-style-type: none"> ▪ “Bingo Questions and Answers for Trainer” ▪ Bingo Question and Answer Cards (printed on cardstock and cut so there is one question/answer per card) ▪ Copies of “Labor Law Questions and Answers” (one for each participant) ▪ Bingo cards, printed on colored cardstock (one for each participant) ▪ Bingo chips (beans, paper clips, coins, plastic chips, etc.)

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Activity	Time	Materials & Resources
		<ul style="list-style-type: none"> Prizes for Bingo winners and other participants
<p>D. Making the case for health and safety solutions</p> <p>Participants work in small groups to plan a role play where they practice communicating with their employer or supervisor about improving health and safety in their worksite.</p>	25 minutes	<ul style="list-style-type: none"> Flip chart and markers Copies of “Role play planning sheet” for each group Large copy of “Role play planning sheet” for trainer to refer to
<p>E. Conclusion; post-test; evaluation</p> <p>Participants take a post-test and evaluate the workshop.</p>	15 minutes	<ul style="list-style-type: none"> Copies of “Post-test” (one for each participant) Large copy of “Post-test” Copies of “Evaluation” (one for each participant) Large copy of “Evaluation” Pencils or pens (one for each participant)

Total time: 2 hours

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Detailed Instructor's Notes

A. Introductions; review of agenda and objectives; pre-test

(20 minutes)

1. As participants come in, welcome them and ask them to sign in on the sign-in sheet and make a nametag. Give them a copy of "Agenda and Objectives." (If possible, have two people helping participants to sign in and make name tags.

Briefly describe your background. Introduce and thank any co-hosting organizations.

Say:

Thank you for making time to learn more about making your workplace safe.
Please make sure you have signed in.

2. Point to the Agenda and Objectives written on the flip chart. Say:

"This is our agenda and our objectives for today. You also have a copy called 'Agenda and Objectives.' Let me know if you need a copy."

Read the Agenda and Objectives. You can refer to the large copy of "Agenda and Objectives."

Ask if there are any questions and if there are, answer them.

3. Explain:

"We are going to start with a little quiz. It doesn't matter if you know the answers. We will cover this information in the workshop. At the end of the workshop, we will take the same quiz to see how well we covered the information."

Give participants the pre-test. Read the questions out loud and pause while participants answer. You can refer to the large copy of "Pre-test." Collect the sheets.

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4. Take participants through the following activity:

Say: “Now we are going to do an introduction exercise to learn more about the experience of everyone in the room.”

Say: “If you have been at your job for more than one year, please stand up. Thank you, please sit down.”

Ask: “Research tells us that people who are new to a job are more at risk of getting hurt than people who have been on the job longer--why do you think that is?”

Add to the answers if necessary: new workers usually have less experience and training; they may be afraid to speak up or may not know whom to ask about health and safety; they may want to give a “good impression” by doing work tasks they don’t know how to do or consider unsafe.

Say: “If you were born in another country, please stand up. Thank you, please sit down.”

Ask: “Do immigrant workers and undocumented workers have the same rights in the workplace as others?”

Make sure participants know that all workers are entitled to basic labor rights such as health and safety on the job, minimum wage and overtime, breaks, etc. The labor agencies that enforce these laws do not ask about immigration status and do not share information with immigration enforcement.

Say: “If you have gotten hurt or sick because of your job, or you know someone who has, please stand up. Thank you, please sit down.” (If time permits, you can ask participants to share more details about the injury or illness).

Ask: “What should you do if you get hurt or sick because of your job?”

Make sure participants know they should report the injury to the employer and that they have a right to file a workers’ compensation claim to cover the medical costs and lost wages while recovering or because of a permanent disability).

Say: “If you have spoken to your boss or co-workers about problems at work, please stand up. Thank you, please sit down.”

Ask: “If there is a health and safety problem at work and your employer doesn’t fix it, do you know who you can call to conduct an investigation?”

Make sure participants know they can call Cal/OSHA; that they can do it without giving their name; and that even if they give their name they can ask for Cal/OSHA not to tell the employer who filed the claim.

Say: “This exercise is a way for us to see some things we have in common and to start talking about some of the health and safety rights we have in the workplace.”

B. Identifying hazards and the best solutions

(40 minutes)

1. Tell the class that the first step to a safe and healthy workplace is identifying what the hazards are, or things that can make workers get hurt or sick.

Point to the flip chart sheet with two columns labeled “Safety Hazards” and “Health Hazards.”

Say:

“We are going to use this sheet to come up with a list of the hazards we face on the job. Please think about your workplace what may hurt or injure workers. Let’s start with this column: safety hazards. These are things that can cause immediate injuries, such as slippery floors, unsafe machines, or moving vehicles.”

Write down participants’ answers in the “Safety Hazards” column. Prompt participants for more answers if necessary. Other safety hazards may include exposed electrical wires, blocked passageways or exits, unsafe ladders or working at heights, and risks related to tools, machines, and vehicles.

Say:

“Now I want you to think of “Health Hazards,” or things that can make you sick or harm you over time such as chemicals, heat, or cold.”

Write down participants’ answers in the “Health Hazards” column. Prompt participants for more answers if necessary. Other safety hazards may include noise, repetitive or awkward movements, heavy or awkward lifting, stress, asbestos, lead, dust, fumes, bacteria, viruses, and mold.

Say:

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“Once we have figured out what the main hazards are, we are ready to come up with solutions. Let’s take the example of a slippery floor and think about the best solutions to this situation.”

Make a chart on the flipchart paper with two columns labeled “Hazard” and “Solutions.” Under “Hazard” write “slippery floor.”

HAZARD	SOLUTIONS
SLIPPERY FLOOR	

Ask:

“What are some solutions for this hazard? Let’s think of all the possible ways to deal with the problem of a slippery floor.”

Write participants solutions under the column labeled “solutions.”

2. Point to the large drawing or copy of the Bull’s Eye Diagram. Ask:

“Does anyone know what a bull’s eye is? When you are aiming, where do you want to reach?”

Prompt answers if necessary. Explain to participants that the goal is to reach the center. The closer you are to the center, the better.

Say:

“ There are three general types of solutions., Let’s start with solutions that involve personal protective equipment, or PPE. This is something that you wear on your body to protect yourself from a hazard. It can include gloves, masks, hats, clothing, or boots. This is where we are going to write solutions that involve PPE.”

Point to the outer ring of the diagram labeled “Personal protective equipment.” Ask:

“What is an example of PPE that would help with the hazard of a slippery floor?” Prompt answers if necessary, such as water-proof, slip resistant boots.

Write down answers in the outer ring of the diagram labeled “Personal protective equipment.”

Ask:

“PPE can be helpful, but it is not the best solution. Why do you think that PPE is not the best solution? What can go wrong?”

Prompt answers if necessary. There are many reasons why PPE may not be a good solution. It may not be the right type for the job, it may not fit well, it may make it harder for workers to do the job quickly or adequately, it may be damaged, there may not be enough for everyone, workers may forget to wear it or prefer not to because it's uncomfortable or for the reasons we just talked about. In short, PPE can be a good solution, but it's still on the outer ring of the bull's eye, it's not the center.

Say:

“Now let's look at the next ring in the diagram. These solutions involve policies and procedures. These are rules or work practices created to deal with workplace hazards.”

Point to the middle ring of the diagram labeled “Policies and procedures.”

Ask:

“What is an example of a policy or procedure from our list that would help with the hazard of a slippery floor?”

Prompt answers if necessary. They can include: having a rule that wet floors are mopped up regularly, putting cones or signs around wet floors, and training workers on how to deal with wet floors. Write down answers in the middle ring of the diagram labeled “Policies and procedures.”

Ask:

“Policies and procedures can be helpful, but they are not the best solution. Why do you think that policies and procedures are not the best solution? What can go wrong?”

Prompt answers if necessary. Sometimes people don't follow policies and procedures because they take too long or don't make sense, sometimes people aren't properly trained to know what they are, and sometimes people are distracted or forget.

Say:

“Now let's look at the very center of the bull's eye, the best kind of solutions: eliminating the hazard, or getting rid of it altogether.”

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Ask:

“Let’s look at our list. Which solutions eliminate the hazard of the slippery floor?”

Prompt answers if necessary. These can include: eliminate the source of the leak, have a guard that catches water before it falls to the ground, have a slip-resistant mat so the floor is not slippery. Write down answers in the center ring, or bull’s eye, of the diagram labeled “Eliminate the Hazard.”

Ask:

“Why do you think the best solution is to get rid of the hazard?”

Prompt answers if necessary. Make sure participants understand the main point: The best way to protect workers is to remove the hazard from the workplace altogether, or at least keep the hazard away from workers. This is considered the most effective solution because if you get rid of the hazard completely, there is no chance someone could be hurt or sick. You don’t have to rely on people following procedures or wearing PPE.

3. Use the large copy or diagram of the “Bull’s Eye Diagram” and explain:

Let’s practice thinking about these different types of solutions. I am going to give you a copy of the bull’s eye diagram. You will work in groups of two or three people. Please think about a health and safety problem that one of you faces at work. Then think of at least one solution that eliminates the hazard. If you cannot think of a way to get rid of the hazard, then think of one or two that involve policies and procedures or personal protective equipment. Write each solution in the right ring of the bull’s eye diagram.

Show participants the large copy or diagram of the “Bull’s Eye Diagram.” Demonstrate where each type of solution would go.

Hand out a copy of “Bull’s Eye Diagram for participants” to each participant. Remind them they should write their solutions inside the arrow pointing to the correct ring.

Say:

You have will have about 10 minutes to write down your solutions. Then, I will ask volunteers to share their group’s problem and solutions.

C. Basic health and safety rights

(20 minutes)

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1. Tell participants:

“Now we are going to go over what laws and government agencies protect workers’ health and safety. To do this, we are going to play a game called Bingo.”

Hand out the Bingo cards and game pieces.

Explain:

“Each square has an answer to a question about health and safety rights. I am going to read a question and ask for a volunteer to tell us the answer. If you see this answer on your board, you will cover it with a game piece. Each time you see an answer to one of the questions that was read out loud, cover it with a game piece. The first person to make a line going horizontally, vertically, or diagonally on the board wins.”

2. Use the worksheet “Bingo Questions and Answers for Trainer” to play the game. Read the questions. For each one, ask for a volunteer to say the answer. Confirm if the answer is correct or say the right answer. Ask everyone to put a game piece on the right square if they have it. When someone wins, give him/her the prize (one idea is Lifesavers candy because a safe workplace saves lives). Give the same or a different prize to all participants to create a feeling of inclusion.
3. Explain that the purpose of this game was to give you some examples of laws and government agencies that can help you if you have a problem and want to take action. Tell participants that they will get a copy of all these questions and answers for them to keep.
4. Hand out a copy of “Labor Law Questions and Answers” to each participant to keep as a resource.

D. Making the Case for Health and Safety Solutions

(25 minutes)

1. Say:

“Many people don’t know all their rights. Even when people know all their health and safety rights, it’s not always easy to speak up and make changes at work. What makes it hard for people to speak up about problems at work?”

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Prompt answers if necessary. Workers may not know if their employer wants them to report hazards or injuries and illnesses; may be afraid to be seen as a “troublemaker”; may feel that it’s “part of the job”; may be afraid of retaliation by the employer; may not know who to talk to in the workplace or outside the workplace; may feel unsure about their rights at work; may feel afraid because of their immigration status; may feel afraid to risk their job and lose their income.

Write the answers on a flip chart.

2. Introduce the next exercise:

“Now we are going to practice how to talk to your employer or supervisor about improving health and safety at your workplace. Please work in the same group as before. You will choose one of the solutions you identified on your bull’s eye diagram. Create a two minute role play where a worker or a group of workers talks to the employer or supervisor to convince him or her to implement this solution.

In your groups, you need to decide three things. These questions are on the ‘Role play planning sheet’ and also on this large copy we will review together.”

Role play planning sheet

- 1. What is the problem you want to solve?**
- 2. What solution do you want to ask for?**
- 3. How will you convince the employer/supervisor to implement this solution? What will you say? What will you do?**

Decide who will play the role of the worker or workers and who will play the role of the employer/supervisor.

Prepare a 2 minute role play that you will present to the rest of the class.

You will have 10 minutes to plan your role play. Then, each group will perform it for the rest of us.

Hand out a copy of “Role Play Planning Sheet” to each group. Walk around and support groups as needed. Let them know when they have two minutes left to plan their role play.

“

3. Ask each group to perform their role play. After each role play, ask the audience, “What did the workers do or say that was effective in convincing the supervisor or employer to implement their solution? What else could they have done?”

Write the effective strategies and suggestions on a flip chart.

4. To conclude remind participants:

“We came up with many ways to make the case for health and safety solutions. We hope that when you get back to your workplace, you will be able to identify hazards, think of the best solutions, and talk to your employer or supervisor about your proposed solutions. Remember that you can work together with other workers to make the case for improvements. Also remember that there are unions, worker centers, and organizations that can help you.

E. Conclusion; post-test; evaluation

(15 minutes)

1. Say:

“This workshop is only the beginning of learning how to stay safe at work. I hope that you are motivated to go back to your workplace and help identify hazards, think of solutions, use the laws that protect you, and take action with others, including other workers and organizations that can support you.”

2. Introduce the post-test:

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“Please take a moment to take this post-test. It has the same questions we answered in the pre-test in beginning of the workshop. This lets us see how well we covered the information.”

Hand out the post-test. Read the questions out loud and pause while participants answer. You can refer to the large copy of “Post-test.” Collect the sheets.

3. Introduce the training evaluation:

“Lastly, I want to ask you to complete this training evaluation. This helps us see what worked well and what we need to change. Please be honest with your opinions so that we can improve this training in the future. You do not need to write your name on the evaluation- it is anonymous.”

Hand out the training evaluation. Read the questions out loud and pause while participants answer. You can refer to the large copy of “Evaluation.” Collect the sheets.

4. Conclude:

“Thank you so much for coming. We will be sure to contact you about future trainings if you indicated on the sign in sheet that you are interested. I will be here for a few more minutes if you have questions.”

Health and Safety at Work: a two hour workshop for workers

Address _____ Date and time _____

Trainers (name, organization, signature) _____

Trainers' signature _____

Name	Signature	Employer	Job	Phone/Email

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Labor Occupational Health Program,
University of California, Berkeley
In partnership with
Working Partnerships, USA/ Teamsters**

Agenda

5:00 - 5:20 pm Introductions and Overview

- Introductions
- Course overview
- Pre-test

5:20 – 6:00 Identifying and Addressing Hazards

- Identifying hazards
- Identifying the best solutions

6:00 – 6:20 Know Your Rights

- Bingo game

6:20 - 6:45 Making the Case for Health and Safety Solutions

6:45 – 7:00 Evaluation

- Post-test
- Workshop Evaluation

Objectives

By the end of this workshop, you will know:

- 1) How to identify different types of hazards in your workplace
- 2) How to pick the best solutions to the problem
- 3) The laws and agencies that protect you
- 4) How to make the case for health and safety solutions to your employer or supervisor

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Pre-test

Name _____

Please circle true or false.

1. The best thing to do if there is a hazard in the workplace is to provide workers with personal protective equipment like gloves or masks. True False
2. Employers have to keep a record of worker injuries and show it to workers. True False
3. If an employer retaliates against you for reporting injuries or hazards, you can file a complaint with Cal/OSHA. True False
4. Workers cannot get workers' compensation if the injury was their fault or if they are undocumented. True False
5. Employers have to provide training in the languages workers speak. True False
6. If you have a problem at work, do you know about ways to take action? (Circle one)
I know of 4 or more things I can do to take action
I know of 2 or 3 things I can do to take action
I know no ways or 1 way I can take action
7. Please list all the health and safety laws you know about:

Post-test

Name _____

Please circle true or false.

1. The best thing to do if there is a hazard in the workplace is to provide workers with personal protective equipment like gloves or masks. True False
2. Employers have to keep a record of worker injuries and show it to workers. True False
3. If an employer retaliates against you for reporting injuries or hazards, you can file a complaint with Cal/OSHA. True False
4. Workers cannot get workers' compensation if the injury was their fault or if they are undocumented. True False
5. Employers have to provide training in the languages workers speak. True False
6. If you have a problem at work, do you know about ways to take action? (Circle one)
I know of 4 or more things I can do to take action
I know of 2 or 3 things I can do to take action
I know no ways or 1 way I can take action
7. Please list all the health and safety laws you know about:

Answers to pre and post-test

Please circle true or false.

1. The best thing to do if there is a hazard in the workplace is to provide workers with personal protective equipment like gloves or masks. True **False**

Usually, it is better to eliminate the hazard. When this is not possible, policies and procedures or PPE may be part of the solution.

2. Employers have to keep a record of worker injuries and show it to workers. **True** False

Employers are required to keep a record of work-related injuries and illnesses on the Log 300. A summary should be posted during February- April and workers can request a copy of the full detailed log.

3. If an employer retaliates against you for reporting injuries or hazards, you can file a complaint with Cal/OSHA. True **False**

Retaliation for reporting injuries or hazards is illegal. Complaints can be filed with DLSE.

4. Workers cannot get workers' compensation if the injury was their fault or if they are undocumented. True **False**

All workers can file for workers' compensation regardless of the circumstances of the work-related injury or illness and regardless of immigration status.

5. Employers have to provide training in the languages workers speak. **True** False

6. If you have a problem at work, do you know about ways to take action? (Circle one)

I know of 4 or more things I can do to take action

I know of 2 or 3 things I can do to take action

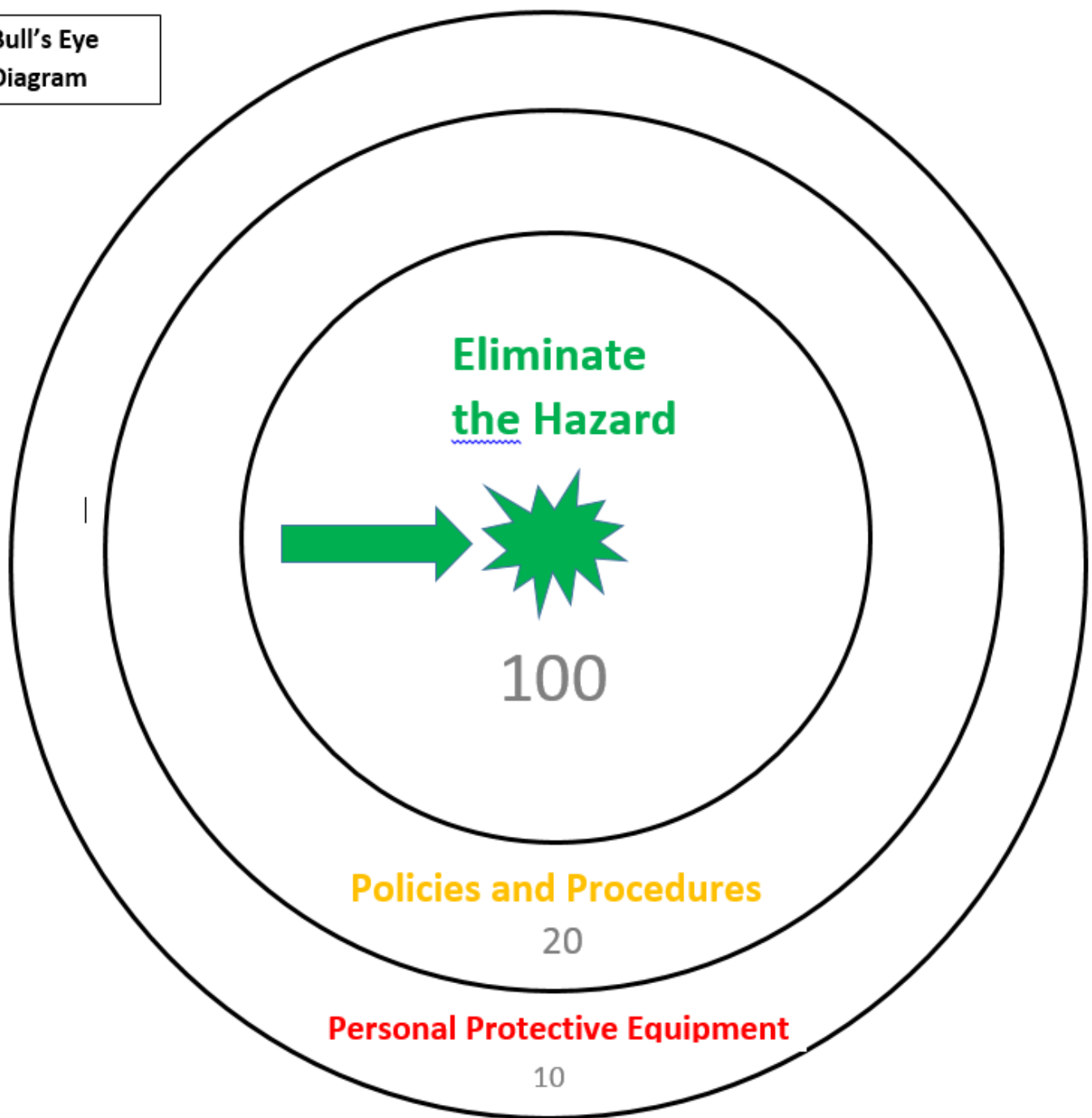
I know no ways or 1 way I can take action

We hope participants will learn more ways to take action during this workshop.

7. Please list all the health and safety laws you know about:

We hope participants will learn about more health and safety laws during this workshop.

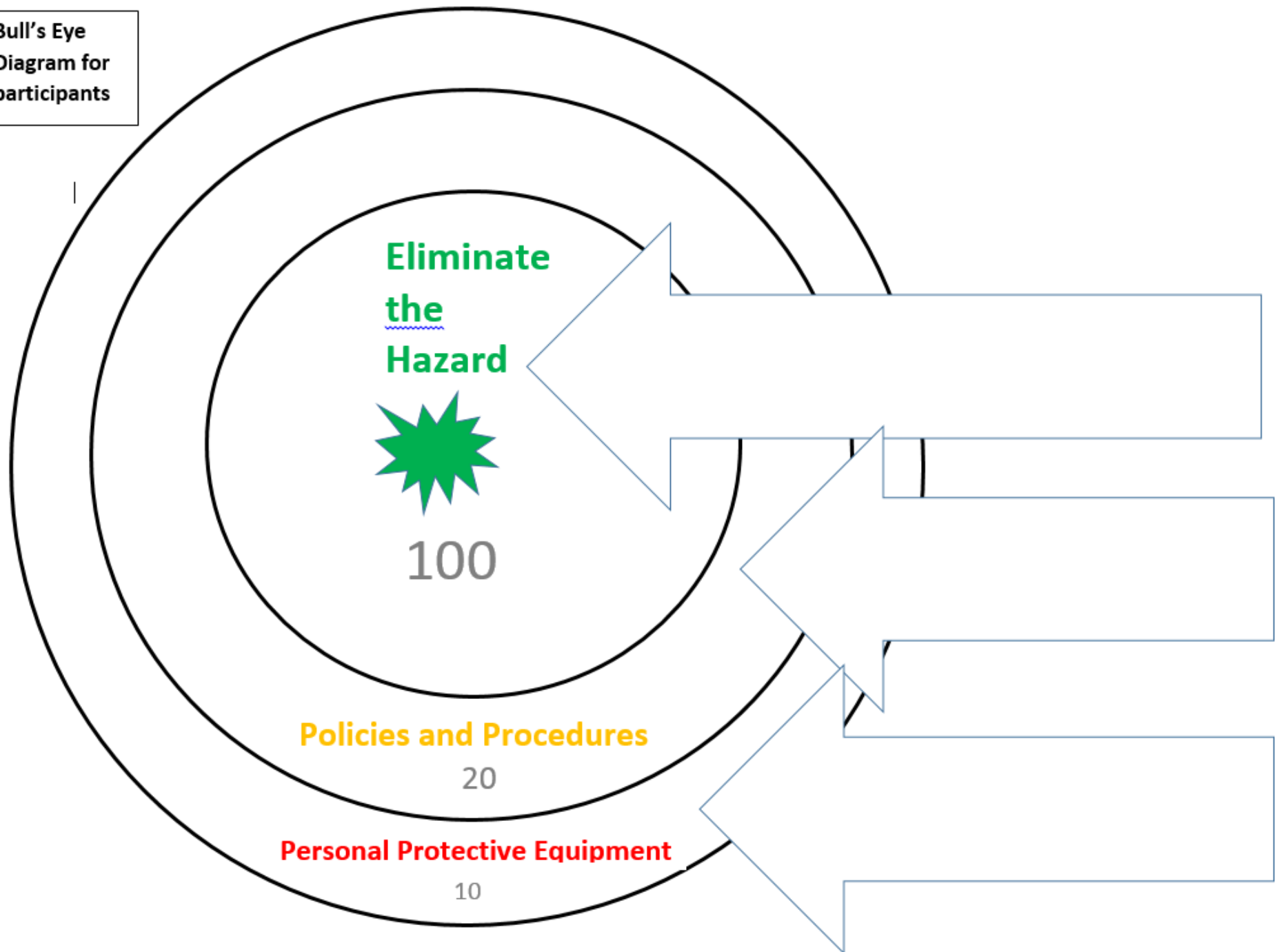
**Bull's Eye
Diagram**



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**Bull's Eye
Diagram for
participants**



Bingo Questions and Answers for Bingo for Trainer

The answers in **red** are the answers that are on the Bingo boards. The information in black is background information for trainers.

1. What is the name of the government agency in California that enforces health and safety laws?

Cal OSHA – The “Cal” is for California, and OSHA stands for Occupational Safety and Health Administration. Its official name in California is the Division of Occupational Safety and Health or DOSH but most people call it Cal/OSHA.

2. If you don't want your employer to know you filed an OSHA complaint, you can request that your name be kept.....

Confidential. You can file a complaint without giving your name to Cal/OSHA, or you can include your name and Cal/OSHA will NOT tell the employer who filed the complaint.

3. When Cal/OSHA conducts an inspection, it is required to interview the employer AND... Workers

The employer can't be the one to select the workers that the inspector talks to. If there is a union, usually the union representative talk to the inspector. Otherwise, the inspector will select workers.

4. Who does Cal/OSHA hold legally responsible for ensuring the health and safety of workers in their workplace?

Employers. Workers can help identify and fix hazards, and government agencies are responsible for enforcing the law, but employers have the legal responsibility to make sure the workplace is free from hazards.

5. Do you have the right to refuse dangerous work?

Yes, if:

- Doing the work could expose you to a “real and apparent” hazard that could result in injury or death.
- You ask your employer or supervisor to eliminate the hazard first.
- There is not enough time to correct the problem through normal Cal/OSHA enforcement procedures.
- You inform your employer that you are willing to perform other work until the hazard is eliminated.

6. What is it called when an employer punishes you for reporting a hazard or injury?

Retaliation

Employers may not punish workers in any way - including firing, demoting, discriminating or any other form of retaliation - for exercising their right to a safe workplace.

Examples of protected activities include complaining to Cal/OSHA, seeking a Cal/OSHA inspection, participating in a Cal/OSHA inspection, and participating or testifying in any proceeding related to a Cal/OSHA inspection.

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If a worker is disciplined, transferred, fired, laid off, demoted, or in any other way retaliated against for speaking up about health and safety, he or she can file a complaint within 6 months of the adverse action.

A person filing a complaint of discrimination or retaliation will be required to show that: 1) he or she engaged in a protected activity, 2) the employer knew about that activity, 3) the employer punished him or her, and 4) the activity contributed to the adverse actions.

7. If you are retaliated against, you can file a complaint with....

Division of Labor Standards Enforcement, or DLSE, also known as the Labor Commissioner's Office. The complaint should be filed within 6 months when the retaliation occurs.

8. What is the name of the information sheet your employer must give you before you work with chemicals?

Safety data sheets

The Hazard Communication Standard says that employers must:

- Make an inventory of all the chemicals used or stored at the workplace.
- Make sure chemical products on site are labeled.
- Obtain and make available to employees copies Safety Data Sheets (SDSs) on the chemical products used or stored at the workplace.
(SDSs describe health effects, hazard information, appropriate protections and what to do in an emergency).
- Provide training to employees about these chemicals in a language and manner they can understand.

9. Employers must document all injuries and illnesses at work. Is this information public or private?

Public

Employers must record illnesses or injuries within 5 days if the injury or illness:

- Requires medical treatment beyond first aid
- Results in days away from work
- Requires restricted duties or a transfer to another job
- In cases where the worker loses consciousness or dies.

The Log 300 must state where the injury/illness occurred, the nature of the injury/illness, the name of the employee, and the number of workdays missed. Employers may not remove the employee name from the Log unless an employee requests this because of privacy concerns. Examples of privacy concerns include HIV exposure, mental health issues, and/or an injury to a private body part or the reproductive system, injuries and illnesses from a sexual assault, and needle sticks. In this case the employer keeps a separate confidential record but the government can request access.

The log must be updated within 7 days when new injury occurs. The employer must keep the log for 5 years.

A Summary of the Log 300 (Form 300A) must be posted in the workplace for three months, from February 1 to April 30, each year.

Workers have the right to get copies of both the Log 300 and the summary.

10. Employers must have a written plan describing their health and safety program. What is this plan called?

Injury and Illness Prevention Program

Every covered workplace must have the following measures in place to meet these requirements:

1. Someone who **is responsible** for the program.
- 2. A system to **investigate** any job-related accidents and serious incidents.
3. A system to **identify** unsafe or unhealthful conditions. This must include regular **inspections** of the worksite. Supervisors must be informed of any problems found.
4. A system to **correct** hazards in a timely manner.
5. A system to communicate with workers on health and safety matters, which must include a way for workers to **report unsafe conditions without fear** of reprisal.

..

6. **Training** for workers about the specific hazards on their jobs **before** they start work and every time a **new hazard** is introduced. Training must be in a form readily understandable by all workers.
7. A system for making sure workers **comply** with safety rules and procedures.
8. A **written document** describing the IIPP.

Workplaces with fewer than 10 employees are exempt from some documentation requirements.

11. By law, safety training has to be in what language?

In a language and manner workers understand

12. What is the name of the program for injured workers that can cover your medical costs and compensate you for lost income or disability?

Workers' Compensation

13. True or False: If you get injured on the job, you won't be entitled to Workers' Compensation if the injury was your fault.

False. Workers' Compensation is a no-fault system, which means that the worker is covered regardless of whether the employer feels that the injury or illness was "the worker's fault". On the other hand, in most cases workers can't sue their employer for injuries and illnesses.

Answers on sheet:

Cal/OSHA
Confidential
Workers

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Employers
Yes
Retaliation
DLSE (Division of Labor Standards Enforcement)
Safety Data Sheets
Public
Injury and Illness Prevention Programs
In a language workers understand
Workers' Compensation
False

Fillers that are not answers:

True
No
Public Health Department
Safety incentive programs
Personal protective equipment
Hazard
Consultation service
Social Security
Everyone
Plan B
English
Spanish
The police
Unions
Worker centers
Health insurance

Labor Law Questions and Answers



1. What is the name of the government agency in California that enforces health and safety laws?

Cal OSHA



2. If you don't want your employer to know you filed a Cal/OSHA complaint, you can request that your name be kept.....

Confidential



3. When Cal/OSHA conducts an inspection, it is required to interview employers and...

Workers



4. Who does Cal/OSHA hold legally responsible for ensuring the health and safety of workers in their workplace?

Employers



5. Do you have the right to refuse dangerous work?

Yes



6. What is it called when an employer punishes you for reporting a hazard or injury?

Retaliation



7. If you are retaliated against, you can file a complaint with....

Division of Labor Standards Enforcement, or DLSE



8. What is the name of the information sheet your employer must give you before you work with chemicals?

Safety data sheets



9. Employers must document all injuries and illnesses at work. Is this information public or private?

Public



10. Employers must have a written plan describing their health and safety program. What is this plan called?

Injury and Illness Prevention Program



11. By law, safety training has to be in what language?

In a language and manner workers understand



12. What is the name of the program for workers when they get injured on the job that can cover their medical costs and compensate them for lost income?

Workers' Compensation



13. True or False: If you get injured on the job, you won't be entitled to Workers' Compensation if the injury was your fault.

False

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Bingo Question and Answer Cards

1. What is the name of the government agency in California that enforces health and safety laws?

Cal OSHA



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LOHP, OSHA grant #SH-2764SH5

Confidential

2. If you don't want your employer to know you filed an OSHA complaint, you can request that your name be kept.....



Workers

3. When Cal/OSHA conducts an inspection, it is required to interview employers AND...



Employers

4. Who does Cal/OSHA hold legally responsible for ensuring the health and safety of workers in their workplace?



Yes

5. Do you have the right to refuse dangerous work?



Retaliation

6. What is it called when an employer punishes you for reporting a hazard or injury?



Division of Labor Standards Enforcement, or DLSE

7. If you are retaliated against, you can file a complaint with....



Safety data sheets

8. What is the name of the information sheet your employer must give you before you work with chemicals?



Public

9. Employers must document all injuries and illnesses at work. Is this information public or private?



Injury and Illness Prevention Program

10. Employers must have a written plan describing their health and safety program. What is this plan called?



11. By law, safety training has to be in what language?

In a language and manner workers understand

مرحبا العالم! Hallo Welt!
Hej Värld! Hello World!
Ciao Mondo
ハローワールド!
¡Olá mundo! 世界您好!
Salut le Monde!

Workers' Compensation

12. What is the name of the program for workers when they get injured on the job that can cover their medical costs and compensate them for lost income?


























False

13. True or False: If you get injured on the job, you won't be entitled to Workers' Compensation if the injury was your fault.



Health and Safety Bingo

Board #1




















 <p>Cal/OSHA</p>	 <p>Confidential</p>	 <p>Workers</p>	 <p>Employers</p>	 <p>Hazard</p>
 <p>Retaliation</p>	 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>Safety Data Sheets</p>	 <p>Public</p>	 <p>True</p>
 <p>In a language workers understand</p>	 <p>Workers' Compensation</p>	<p>FREE SPACE</p>	 <p>False</p>	 <p>Injury & Illness Prevention Programs</p>
 <p>No</p>	 <p>Public Health Department</p>	 <p>Safety Incentive Programs</p>	 <p>Personal Protective Equipment</p>	 <p>Yes</p>
 <p>Consultation Service</p>	 <p>Social Security</p>	 <p>Everyone</p>	 <p>Plan B</p>	 <p>English</p>

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LOHP, OSHA grant #SH-2764SH5

Health and Safety Bingo

Board #2


 <p>True</p>	 <p>Unions</p>	 <p>Safety Incentive Programs</p>	 <p>Workers' Compensation</p>	 <p>Consultation Service</p>
 <p>Cal/OSHA</p>	 <p>Retaliation</p>	 <p>Yes</p>	 <p>Public</p>	 <p>Health Insurance</p>
 <p>Confidential</p>	 <p>English</p>	<p>FREE SPACE</p>		
 <p>Workers</p>	 <p>The Police</p>	 <p>Hazard</p>	 <p>Personal Protective Equipment</p>	 <p>English</p>
 <p>Safety Data Sheets</p>	 <p>Public Health Department</p>	 <p>Everyone</p>	 <p>No</p>	 <p>Plan B</p>

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Health and Safety Bingo

Board #3

 <p>Worker Centers</p>	 <p>Social Security</p>	 <p>Workers</p>	 <p>Employers</p>	 <p>Yes</p>
 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>True</p>	 <p>Personal Protective Equipment</p>	 <p>Everyone</p>	 <p>Health Insurance</p>
 <p>The Police</p>	 <p>In a language workers understand</p>	<p>FREE SPACE</p>	 <p>No</p>	 <p>Public Health Department</p>
 <p>Workers' Compensation</p>	 <p>Hazard</p>	 <p>Everyone</p>	 <p>English</p>	 <p>Confidential</p>
 <p>Safety Incentive Programs</p>	 <p>Consultation Service</p>	 <p>Plan B</p>	 <p>Cal/OSHA</p>	 <p>Safety Data Sheets</p>

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LOHP, OSHA grant #SH-2764SH5

Health and Safety Bingo

Board #4

 <p>Cal/OSHA</p>	 <p>Hazard</p>	 <p>Retaliation</p>	 <p>No</p>	 <p>Consultation Service</p>
 <p>Yes</p>	 <p>Workers' Compensation</p>	 <p>Everyone</p>	 <p>English</p>	 <p>Employers</p>
 <p>Plan B</p>	 <p>True</p>	<p>FREE SPACE</p>	 <p>Personal Protective Equipment</p>	 <p>Safety Data Sheets</p>
 <p>Safety Incentive Programs</p>	 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>In a language workers understand</p>	 <p>Health Insurance</p>	 <p>Social Security</p>
 <p>Confidential</p>	 <p>Spanish</p>	 <p>Public</p>	 <p>Workers</p>	 <p>Public Health Department</p>

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LOHP, OSHA grant #SH-2764SH5

Health and Safety Bingo

Board #5

				
Worker Centers	True	Yes	Confidential	Retaliation
				
English	Hazard	Safety Data Sheets	Plan B	Workers' Compensation
		FREE SPACE		
Public Health Department	The Police		Everyone	Social Security
				
Cal/OSHA	Consultation Service	Workers	No	Health Insurance
				
Personal Protective Equipment	Safety Incentive Programs	Health Insurance	DLSE (Division of Standard Labor Enforcement)	Unions

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Health and Safety Bingo

Board #6

 Consultation Service	 No	 Everyone	 Public	 Yes
 Safety Data Sheets	 Workers	 DLSE (Division of Standard Labor Enforcement)	 Workers' Compensation	 Personal Protective Equipment
 The Police	 Plan B	FREE SPACE	 Cal/OSHA	 Public Health Department
 True	 Safety Incentive Programs	 Confidential	 Hazard	 Health Insurance
 English	 Unions	 In a language workers understand	 Retaliation	 Social Security

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Health and Safety Bingo

Board #7

				
Hazard	Safety Incentive Programs	Personal Protective Equipment	Unions	Yes
				
Social Security	Everyone	The Police	True	No
		FREE SPACE		
Workers' Compensation	Consultation Service			Safety Data Sheets
				
English	Public	Retaliation	DLSE (Division of Standard Labor Enforcement)	Workers
				
Health Insurance	Plan B	Injury & Illness Prevention Programs	Confidential	Public Health Department

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LOHP, OSHA grant #SH-2764SH5

Health and Safety Bingo

Board #8

 <p>Worker Centers</p>	 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>Workers</p>	 <p>Safety Incentive Programs</p>	 <p>Consultation Service</p>
 <p>Safety Data Sheets</p>	 <p>Hazard</p>	 <p>English</p>	 <p>Confidential</p>	 <p>No</p>
 <p>Injury & Illness Prevention Programs</p>	 <p>Plan B</p>	<p>FREE SPACE</p>		
		 <p>Public Health Department</p>	 <p>Social Security</p>	
 <p>Workers' Compensation</p>	 <p>Employers</p>	 <p>Cal/OSHA</p>	 <p>Personal Protective Equipment</p>	 <p>Everyone</p>
 <p>Yes</p>	 <p>Health Insurance</p>	 <p>True</p>	 <p>Retaliation</p>	 <p>Public</p>

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Health and Safety Bingo

Board #9

 <p>Consultation Service</p>	 <p>Plan B</p>	 <p>Personal Protective Equipment</p>	 <p>Spanish</p>	 <p>Yes</p>
 <p>No</p>	 <p>Health Insurance</p>	 <p>Injury and Illness Prevention Programs</p>	 <p>Safety Data Sheets</p>	 <p>Public</p>
 <p>Hazard</p>	 <p>Workers' Compensation</p>	<p>FREE SPACE</p>	 <p>Safety Incentive Programs</p>	 <p>In a language workers understand</p>
 <p>Confidential</p>	 <p>Social Security</p>	 <p>Everyone</p>	 <p>Cal/OSHA</p>	 <p>Public Health Department</p>
 <p>True</p>	 <p>Workers</p>	 <p>English</p>	 <p>Retaliation</p>	 <p>DLSE (Division of Standard Labor Enforcement)</p>

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Health and Safety Bingo

Board #10
























 <p>Retaliation</p>	 <p>Hazard</p>	 <p>Workers</p>	 <p>Public</p>	 <p>Yes</p>
 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>Everyone</p>	 <p>English</p>	 <p>Consultation Service</p>	 <p>Safety Incentive Programs</p>
 <p>False</p>	 <p>Employers</p>	<p>FREE SPACE</p>	 <p>Public Health Department</p>	 <p>Personal Protective Equipment</p>
 <p>Workers' Compensation</p>	 <p>In a language workers understand</p>	 <p>No</p>	 <p>Social Security</p>	 <p>Confidential</p>
 <p>Cal/OSHA</p>	 <p>Health Insurance</p>	 <p>Plan B</p>	 <p>True</p>	 <p>Safety Data Sheets</p>

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Health and Safety Bingo

Board #11



 <p>English</p>	 <p>Yes</p>	 <p>Worker Centers</p>	 <p>Everyone</p>	 <p>Workers' Compensation</p>
 <p>No</p>	 <p>Health Insurance</p>	 <p>Public</p>	 <p>Workers</p>	 <p>Injury & Illness Prevention Programs</p>
 <p>Social Security</p>	 <p>The Police</p>	<p>FREE SPACE</p>	 <p>Safety Incentive Programs</p>	 <p>Plan B</p>
 <p>Hazard</p>	 <p>Public Health Department</p>	 <p>True</p>	 <p>Confidential</p>	 <p>Retaliation</p>
 <p>In a language workers understand</p>	 <p>Consultation Service</p>	 <p>Unions</p>	 <p>Cal/OSHA</p>	 <p>Personal Protective Equipment</p>

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Health and Safety Bingo

Board #12

 True	 Consultation Service	 Workers	 Personal Protective Equipment	 Yes
 Retaliation	 Safety Data Sheets	 Public	 Safety Incentive Programs	 No
 Health Insurance	 Plan B	FREE SPACE	 In a language workers understand	 Hazard
 Cal/OSHA	 False	 Confidential	 Workers' Compensation	 Injury & Illness Prevention Programs
 Public Health Department	 Worker Centers	 Everyone	 English	 Social Security

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LOHP, OSHA grant #SH-2764SH5

Health and Safety Bingo

Board #13

 <p>Injury & Illness Prevention Programs</p>	 <p>Social Security</p>	 <p>Workers</p>	 <p>Unions</p>	 <p>True</p>
 <p>Retaliation</p>	 <p>Yes</p>	 <p>Spanish</p>	 <p>Everyone</p>	 <p>No</p>
 <p>English</p>	 <p>Plan B</p>	<p>FREE SPACE</p>	 <p>Public</p>	 <p>The Police</p>
 <p>Workers' Compensation</p>	 <p>DLSE (Division of Standard Labor Enforcement)</p>	 <p>Confidential</p>	 <p>Cal/OSHA</p>	 <p>Safety Incentive Programs</p>
 <p>Hazard</p>	 <p>Consultation Service</p>	 <p>Public Health Department</p>	 <p>Personal Protective Equipment</p>	 <p>Health Insurance</p>

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Role Play Planning Sheet

1. What is the problem you want to solve?

2. What solution do you want to ask for?

3. How will you convince the employer/supervisor to implement this solution? What will you say? What will you do?

Decide who will play the role of the worker or workers and who will play the role of the employer/supervisor.

Prepare a 2 minute role play that you will present to the rest of the class.

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Evaluation: Health and Safety at Work

Trainers (name) _____

Trainers (signature) _____

Date and time _____ Address _____

1. How useful was this training? (Please circle the word)

Very useful Useful Not useful

2. How much did you learn about the following? (Check the box)

	I learned a lot	I learned a little	I did not learn this
Identifying hazards			
Eliminating or reducing hazards			
Health and safety rights			
Cal/OSHA			
Taking action			

3. Do you think you can use the information from this workshop to protect yourself and others in the workplace? (Circle the word)

Yes Maybe No

4. How would you improve this workshop?

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