

MDS Alert

Clip and Save: Know Your Workplace Rights

OSHA wants nursing home employees to know which rights they're guaranteed in the workplace.

The Occupational Health and Safety Administration (OSHA) recognizes that nursing facility workers may face a lot of situations that may cause injury. OSHA specifies that nursing facility staff have the following rights:

- Right to working conditions that do not pose a risk of serious harm.
- Right to information and training about hazards, how to prevent or avoid such hazards, and OSHA standards »that apply specifically to healthcare and nursing facilities. This information must be presented in a language and with vocabulary that each worker understands.
- Right to review the records of work-related injuries and illnesses.
- Right to file a complaint with OSHA or ask for an OSHA inspection of the facility if the worker believes there's a hazard not being addressed or if the facility does not seem to be following OSHA standards. OSHA will keep identities confidential.
- Right to exercise these rights under the law, including reporting an injury or alerting an employer or OSHA to safety or health concerns, without retaliation. If a worker feels like they have been retaliated against for exercising any of these rights, they should file a complaint with OSHA as soon as possible and within 30 days.

"Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to help ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov or call OSHA at 1-800-321-OSHA (6742), TTY 1-877-889-5627," OSHA says.