



KNOW YOUR RIGHTS:

Health and Safety at Work

Facts from the NC Justice Center's WORKERS' RIGHTS PROJECT

► YOUR RIGHT to health and safety at work

You have the right to information from your employer about:

- Chemicals used at work
- Injuries and illnesses that happened at work to co-workers or past employees
- Your medical records
- Tests your employer has done to measure chemical, noise and radiation levels

How much can I find out about the chemicals and other hazards I work with?

Your employer must give you full information about the chemical hazards in your work area.

Your employer must have available Material Safety Data Sheets (MSDS) on all chemicals you work with or are exposed to.

Your employer must make sure the proper labels are on all hazardous chemicals.

Your employer must provide training on safety and health hazards at your workplace. You should get training on how to safely handle chemicals and

how to make sure machinery you use is properly shut off (lock-out/tag-out procedures).

If I raise questions about health and safety can the boss retaliate or discriminate against me?

It is illegal for your boss to retaliate or discriminate against you for asking questions about health and safety. He or she cannot transfer you, deny you a pay raise, cut your hours, or fire you because you took action regarding your health or safety.

If things at my job aren't safe, can I file a complaint with someone?

You have the right to **file a complaint with OSHA** if you think your workplace is unsafe. You can file a complaint either in writing or by telephone. If you want OSHA to inspect your workplace, put your complaint in writing. You can ask OSHA to keep your name confidential, so your employer won't know who made the complaint.

Did you know?

Workplaces with **11 or more employees** and a workers' compensation experience rate modifier of **1.5 or higher** must have safety committees that include employees. If your workplace doesn't have one, you and your co-workers can start one.

Working together in a safety committee or union is the **best way to solve workplace problems**. If there isn't a safety committee or union in your workplace, you may want to organize one.

This fact sheet is intended to provide accurate, general information regarding legal rights relating to employment in North Carolina. However, this fact sheet does not address exemptions and does not go into detail regarding legal rights. In addition, laws and legal procedures are subject to frequent change and differing interpretations, and the North Carolina Justice Center cannot ensure the information in this sheet is current nor be responsible for any use to which it is put. Do not rely on this information without consulting an attorney or the appropriate agency about your rights in your particular situation.

► YOUR RIGHT to health and safety at work

The Workers' Rights Project offers factsheets on a range of topics, including:

- Family and Medical Leave
- Health and Safety at Work
- Misclassification
- Unemployment Insurance
- Workers' Compensation
- Immigrant Workers' Rights

You can find all of our factsheets at tiny.cc/ncworkers



RESOURCES

For help finding a lawyer, call:

- North Carolina Advocates for Justice 1-(800) 688-1413
- North Carolina Bar Association Lawyer Referral Service 1-(800) 662-7660
- Legal Aid of North Carolina 1-(866) 219-5262

To file a claim with a government agency or to seek information on the following issues, contact:

DISCRIMINATION	<ul style="list-style-type: none">▪ US Equal Employment Opportunity Commission▪ Office of Special Counsel for Unfair Immigration-Related Employment Practices	1-800-669-4000 - or - www.eeoc.gov 1-800-255-7688 - or - www.justice.gov/crt/about/osc/
E-VERIFY	<ul style="list-style-type: none">▪ Department of Homeland Security / E-Verify	1-888-897-7781 - or - www.dhs.gov/e-verify
FAMILY AND MEDICAL LEAVE	<ul style="list-style-type: none">▪ US Department of Labor	1-866-487-9243 - or - www.dol.gov/whd
HEALTH & SAFETY	<ul style="list-style-type: none">▪ NC Department of Labor	1-800-NC-LABOR (625-2267) - or - www.nclabor.com/osh/osh.htm
MISCLASSIFICATION	<ul style="list-style-type: none">▪ Internal Revenue Service▪ NC Industrial Commission, Employee Classification Section	http://www.irs.gov/pub/irs-pdf/fss8.pdf (919) 807-2582 - or - www.ic.nc.gov/EmployeeClassificationSection.html
RETALIATION	<ul style="list-style-type: none">▪ NC Department of Labor, Employment Discrimination Bureau	1-800- 625-2267 - or - www.nclabor.com/edb/edb.htm
UNEMPLOYMENT INSURANCE	<ul style="list-style-type: none">▪ NC Department of Commerce, Division of Employment Security	1-877-841-9617 - or - https://www.ncesc.com/
UNIONS & COLLECTIVE ACTION	<ul style="list-style-type: none">▪ National Labor Relations Board	1-866-667-6572 - or - www.nlr.gov
WAGE THEFT	<ul style="list-style-type: none">▪ NC Department of Labor, Wage and Hour Bureau▪ US Department of Labor	1-800-625-2267 - or - www.nclabor.com/wh/wh.htm 1-866-487-9243 - or - http://www.dol.gov/whd/
WORKERS' COMPENSATION	<ul style="list-style-type: none">▪ NC Industrial Commission	1-800- 688-8349 - or - http://www.ic.nc.gov/