

# A Time to Review Employee Rights & Responsibilities with Workers

## *Celebrating 50 Years of Workplace Safety & Health*

The Occupational Safety & Health (OSH) Act of 1970 was put into place to reduce workplace hazards and implement safety and health (S&H) programs for both employers and their employees in private industry. The OSH Act led to the creation of the Occupational Safety and Health Administration (OSHA) in 1971, which since then created and implemented S&H standards to keep our workers safe. S&H standards continue to be updated to prevent workplace fatalities, injuries, and illnesses and to ensure all employees go home in the same condition in which they came to work.

Let's take time to remind our employees of the [OSH Act](#) and what it means. Communicating the OSH Act and employee rights and responsibilities is not only a federal law, but it is also needed for OSHA Voluntary Protection Programs (VPP) recognition. Follow these tips to communicate this information today:

- Communicate [employee rights and responsibilities under the OSH Act](#) for general industry personnel
- Communicate [employee responsibilities and rights under 29 CFR 1960](#), as well as those under the OSH Act, to federal employees
- Educate all employees on the DoD or Agency anti-retaliation procedures
- Periodically communicate employee rights and responsibilities in safety talks, emails, restroom postings, and newsletters
- Make sure your facility postings are current:
  - OSHA "[Job Safety and Health: It's the Law](#)" poster for private industry, if applicable
  - "[OSH Protection for Employees](#)" Agency poster for federal employees
- Have VPP staff and supervisors ask employees "What are your rights and responsibilities for S&H in the workplace?" to help them remember established safety program requirements
- Ask leadership to remind employees of their rights and responsibilities during workplace walk-throughs, safety stand-downs, or other command functions

For additional information on the SMCX's services, please visit the SMCX-hosted website at: <https://www.smscx.org/>.



Image retrieved from [OSHA](#)