

OCCUPATIONAL SAFETY AND HEALTH PROTECTION



OHIO PUBLIC EMPLOYMENT RISK REDUCTION PROGRAM

SAFETY AND HEALTH PROTECTION ON THE JOB IT'S THE LAW

THE PUBLIC EMPLOYMENT RISK REDUCTION ACT ENSURES SAFE AND HEALTHY WORKING CONDITIONS FOR OHIO'S PUBLIC EMPLOYEES.

Public employers shall provide a place of employment free from recognized hazards and be in compliance with the Public Employment Risk Reduction Program (PERRP) occupational safety and health standards, rules and regulations.

Public employees shall comply with the PERRP occupational safety and health standards, rules and regulations.

Complaints

Any public employee or employee representative has the right to file a complaint with PERRP via fax or letter that describes • unsafe or unhealthy conditions in his/her workplace. Names of public employees filing complaints will be kept confidential.

Refusal to work

A public employee acting in good faith has the right to refuse to work under conditions he or she reasonably believes present • an imminent danger of death or serious harm. This applies if the condition does not normally exist or is not reasonably expected to occur during the course of the employee's regular duties. A public employee who refuses to work under such conditions must follow these steps.

- Notify his or her immediate supervisor that the condition poses imminent danger.
- Submit a written statement of the imminent danger to PERRP as soon as practical.

There is, however, no right under the PERRP Act for an employee to refuse to work, unless the danger is one that a reasonable person under the circumstances would conclude an imminent danger exists.

Enforcement

PERRP investigates job sites for unsafe and unhealthy conditions and practices at the request of a public employee, public employee representative or public employer.

It issues citations requiring public employers to correct safety and health violations. •

A PERRP investigator may privately question a representative sample of employees and management about safety and health • conditions in the workplace.

Citations

If the investigation verifies a violation, PERRP will issue a citation. The public employer must then prominently post this citation • in a conspicuous place where they customarily post such notices to their employees.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION (Continued)

Reporting Fatalities/Multiple Hospitalizations

A public employer must contact PERRP within eight hours of:

- Death of any employee from a work-related incident;
- Inpatient hospitalization of three or more employees from a single work-related incident.

Access to Records

Employees have the right to copies of their medical records, and records of their exposures to toxic and harmful substances • or conditions.

Discrimination

Employers cannot discharge or otherwise discriminate against employees in any manner for filing a complaint or instituting any • provision of the Act. Employees or their representatives may file discrimination complaints with the State Personnel Board of Review within 60 days of the discriminatory act.

Recordkeeping

- Public employers are required to maintain a PERRP 300P Log of injuries and illnesses.
- Public employers are required to submit a PERRP 300AP Summary of Work-Related Injuries and Illnesses to PERRP by Feb. 1 for • the previous calendar year.
- Public employers must keep separate records for each establishment.

**For more information contact:
Public Employment Risk Reduction Program
13430 Yarmouth Drive
Pickerington, Ohio 43147
Phone: 800-671-6858
Hearing Impaired: TTY/TDD 1-800-750-0750
Fax: 614-644-31330hiobwc.com**

Under provisions of Rule 4167-4-01 of the Ohio Administrative Code, public employers must post this notice (or facsimile) in a conspicuous place where they customarily post such notices to their employees. Minimum reproduction size of this poster is 8 ½ x 14 inches. Alternatively, employers can give a copy of this notice to each employee at the time of hiring and at least annually thereafter.

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