

Number 19.2 - VERMONT OCCUPATIONAL SAFETY AND HEALTH ACT (VOSHA)

Effective Date: March 1, 1996

Applicable To: All classified employees, as well as exempt, appointed and temporary, with the Executive Branch of the State of Vermont.

Issued By: Department of Personnel

GENERAL INFORMATION

The Vermont Occupational Safety and Health Act (VOSHA) ensures that all employees are provided with safe and healthful working conditions by their employer at their work place. The VOSHA office, a division of the Department of Labor and Industry, ensures that the purposes of the Occupational Safety and Health Act of 1970 are carried out.

It is the responsibility of each employer to furnish to each employee a work place that is free from recognized hazards that are causing or are likely to cause death or significant physical harm to the employees. The employer shall comply with safety and health standards as promulgated under the VOSHA code.

RULES AND STANDARDS

Employers will use labels or other appropriate forms of warning necessary to inform employees of all safety or health hazards to which they are exposed, relevant symptoms and appropriate emergency treatment, and proper conditions and precautions for safe use or exposure.

VOSHA will determine when protective clothing, devices, or equipment should be provided by the employer; what control or technological procedures will be used in connection with the safety or health hazard; and will provide for monitoring or measuring employee exposure as necessary.

RECORDS

Employers are required to keep and file all reports and records that are required under the Act, and any records that the Commissioner requires by rule. These files should be kept by the appointing authority.

The employer must post notices on bulletin boards to keep employees informed of their protections and obligations under VOSHA.

EMPLOYEE RIGHTS

No employee may be discriminated against because they have filed a complaint or have been involved in any proceedings relating to the VOSHA code.

If an employee feels that (s)he has been discharged or discriminated against in violation of VOSHA (s)he may file a complaint with the Commissioner of Labor and Industry within 30 days of the alleged discrimination.