

# JOB SAFETY & HEALTH PROTECTION

## STATE OF CONNECTICUT DEPARTMENT OF LABOR

The Connecticut Occupational Safety and Health Act of 1973 as amended by Public Act 77-610 provides job safety and health protection for employees of state and local government agencies (public employers). The purpose of this state law is to assure safe and healthful working conditions throughout the state.

The Connecticut State Labor Department has primary responsibility for administering The Act. The Department issues occupational safety and health standards, regulations and orders, and employers and employees in the public sector are required to comply with these standards, regulations and orders.

### EMPLOYERS

Each public employer must furnish to employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees. Public employers must comply with occupational safety and health standards issued under the Act.

### EMPLOYEES

Public employees must comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to their own actions and conduct on the job.

### INSPECTION

The Act requires that a representative of the public employer and a representative authorized by the public employees be given an opportunity to accompany the CONN-OSHA inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the CONN-OSHA Compliance Officer must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

### COMPLAINT

Public employees or their representatives have the right to file a complaint with the Connecticut Department of Labor requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. CONN-OSHA will withhold, on request, names of employees complaining. The Act provides that public employees may not be discharged or discriminated against in any way for filing safety and health complaints or for otherwise exercising their rights under the Act.

Public employees who believe they have been discriminated against may file a complaint within 180 days of the alleged discriminatory action with the Connecticut Department of Labor, OSHA Division.

### CITATION

If upon inspection the Connecticut Department of Labor believes an employer has violated the Act, a citation alleging such violations will be issued to the public employer. Each citation will specify a time period within which the alleged violation must be corrected.

Citations issued by the Connecticut Department of Labor must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn public employees of dangers that may exist there.

### PROPOSED PENALTY

The Act provides for mandatory penalties against public employers of up to \$1,000 for each serious violation and for optional penalties of up to \$1,000 for each nonserious violation. Penalties of up to \$1,000 per day may be proposed for failure to correct violations within the time period set in the citation. Also, a public employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$10,000 for each violation.

There are also provisions for criminal penalties. Any willful violation resulting in death of a public employee, upon conviction, is punishable by a fine of not more than \$10,000, or by imprisonment for up to six months, or both. Conviction of a public employer after a first conviction doubles these maximum penalties.

### VOLUNTARY ACTIVITY

While providing penalties for violations, the Act also encourages efforts by labor and management, before CONN-OSHA inspection, to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries.

There are many public organizations that can provide information and assistance in this effort, if requested.

### CONSULTATION/TRAINING

Free assistance in identifying and correcting hazards and in improving safety and health management is available to public employers, without citation or penalty, through CONN-OSHA consultation and training services.

### POSTING INSTRUCTIONS

Under provisions of the Act, public employers must post this notice in each establishment and in a conspicuous place or places where notices to employees are customarily posted. Steps shall be taken to insure that this notice is not altered, defaced, or covered by other material.

## PROTECTION FROM WORKPLACE RETALIATION

An employer cannot take an adverse action against employees, such as: firing or laying off, demoting, denying overtime or promotion, or reducing pay or hours, for engaging in activities protected by OSHA's whistleblower laws.

## RETALIATION IS ILLEGAL !

Additional information and copies of the Act, specific OSHA safety and health standards, training and other applicable regulations may be obtained from your employer or by contacting:

**CT Department of Labor:**  
Division of Occupational Safety and Health  
38 Wolcott Hill Road, Wethersfield, CT 06109

**860-263-6900**  
fx: 860-263-6940  
[www.CONNOSHA.com](http://www.CONNOSHA.com)

**EMERGENCY REPORTING**  
To report fatality/catastrophe events  
call 866-241-4060



*Danté Bartolomeo*  
Commissioner Danté Bartolomeo

Under a plan approved October 2, 1978 and certified August 16, 1986 by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Connecticut is providing job safety and health protection for workers in the public sector throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the Regional Office of OSHA, JFK Federal Building, Room E-340, Boston, Massachusetts 02203. Telephone: (617) 565-9860 Fax: (617) 565-9827.