

■ **OCCUPATIONAL SAFETY AND HEALTH ACT OF 1973 (HAZARD COMMUNICATION)**

TERMS: Every farm operator or other agricultural establishment that (1) employs more than 10 workers, or (2) maintains a temporary labor camp and employs any of its residents, must provide the workers with certain training and information concerning hazardous materials in the workplace.

Training — Employers covered by this law must provide the workers with a training program on the hazardous substances to which they are exposed on the job. Normally, training must be provided before the workers are first assigned to a job where they may be exposed, and at least once a year after that. In most cases, training must be presented orally, in a language understood by each participant. The content of the training program depends on the nature and extent of exposure, but oral training generally must cover such topics as the identity of the hazardous substances involved, the known symptoms and effects of exposure, appropriate emergency treatment, and proper conditions for safe use and exposure.

Any worker who is exposed to hazards on the job, but who is not a handler of hazardous substances and is not employed for more than 5 days, is entitled at least to comparable *written* information, in a language understood by the worker.

Access to Information — Farmworkers who work for an employer covered by this law have a right to detailed written information on the hazardous substances encountered at the place of employment.

All other agricultural workers, and any association or union representing them, are entitled to receive from their employer, upon request and within a reasonable period of time, the labeling information from the container of any substance or chemical to which they may be exposed.

ENFORCEMENT: *Occupational Safety and Health Division, Minnesota Department of Labor and Industry, St. Paul, Minnesota 55155 (651-282-5050; toll-free 877-470-6742).*

SPECIAL NOTE: An employer may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.