

■ OCCUPATIONAL SAFETY AND HEALTH LAWS

TERMS: In general, farm operators and most other employers in Vermont are required to protect their workers against on-the-job hazards that could cause death or serious injury, and to comply with all state safety and health regulations that apply to their operations.

More specifically, the state labor commissioner has adopted rules requiring roll-over protections on tractors and safety measures on other agricultural equipment. These regulations are identical to those established by the U.S. Occupational Safety and Health Administration (*see entry, U.S. — Health & Safety — Workplace Safety*) and apply only to farm operations that employ more than 10 workers in a given year or that maintain a temporary labor camp.

ENFORCEMENT: *Vermont Occupational Safety and Health Administration (VOSHA), Vermont Department of Labor, Montpelier, Vermont 05601 (802-828-5084).*

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 these provisions. A worker who has been subjected to retaliation may submit a discrimination complaint to the Vermont Department of Labor at any time within 30 days after the violation.