

Occupational Safety and Health



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Employer Responsibilities

Employer Responsibilities

Under §396, Hawaii Revised Statutes (HRS), employers have a responsibility to provide a safe workplace. This is a short summary of key employer responsibilities:

- Provide a workplace free from serious recognized hazards and comply with standards, rules and regulations issued under the OSH Act.
- Examine workplace conditions to make sure they conform to applicable HIOSH standards and incorporated OSHA standards.
- Make sure employees have and use safe tools and equipment and properly maintain this equipment.
- Use color codes, posters, labels or signs to warn employees of potential hazards.
- Establish or update operating procedures and communicate them so that employees follow safety and health requirements.
- Employers must provide safety training in a language and vocabulary workers can understand.
- Employers with hazardous chemicals in the workplace must develop and implement a written hazard communication program and train employees on the hazards they are exposed to and proper precautions (and a copy of safety data sheets must be readily available). See the OSHA page on Hazard Communication.
- Provide medical examinations and training when required by HIOSH standards and OSHA standards.
- Post, at a prominent location within the workplace, the HIOSH poster informing employees of their rights and responsibilities.
- Report to the HIOSH all:
 - work-related fatalities within 8 hours, and
 - all work-related inpatient hospitalizations, all amputations, all losses of an eye, or excess property damage of \$25,000 as a result of work-related incident within 24 hours.

- Keep records of work-related injuries and illnesses. (Note: Employers with 10 or fewer employees and employers in certain low-hazard industries are exempt from this requirement. *See §12-52.1, Hawaii Administrative Rules for more information*)
- Provide employees, former employees and their representatives access to the Log of Work-Related Injuries and Illnesses (OSHA Form 300). On February 1, and for three months, covered employers must post the summary of the OSHA log of injuries and illnesses (OSHA Form 300A).
- Provide access to employee medical records and exposure records to employees or their authorized representatives.
- Provide to the OSHA compliance officer the names of authorized employee representatives who may be asked to accompany the compliance officer during an inspection.
- Not discriminate against employees who exercise their rights under the Act. See OSHA's "Whistleblower Protection" webpage.
- Post HIOSH citations at or near the work area involved. Each citation must remain posted until the violation has been corrected, or for three working days, whichever is longer. Post abatement verification documents or tags.
- Correct cited violations by the deadline set in the HIOSH citation and submit required abatement verification documentation.
- HIOSH encourages all employers to adopt a safety and health program. Safety and health programs, known by a variety of names, are universal interventions that can substantially reduce the number and severity of workplace injuries and alleviate the associated financial burdens on U.S. workplaces. Most successful safety and health programs are based on a common set of key elements. These include management leadership, worker participation, and a systematic approach to finding and fixing hazards. OSHA's Safe and Sound page contains more information.



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VISAYAN: CEBUANO

Gakinahanglan ka ba ug tabang sa imong pinulongan? Amo kang mahatagan ug libre nga maghuhubad. Tawag sa (808-586-9116) aron

magpahibalo kung unsa ang imong sinulti-han.

You have the right to an interpreter at no cost to you.



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TIẾNG VIỆT: VIETNAMESE

Bạn có cần giúp đỡ bằng ngôn ngữ khác không ? Chúng tôi sẽ yêu cầu một người thông dịch viên miễn phí cho bạn. Gọi (808-586-9116) nói cho chúng tôi biết bạn dùng ngôn ngữ nào.

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ภาษาไทย: THAI

คุณต้องการความช่วยเหลือทางด้านภาษาหรือไม่ ทางเราจะจัดหาล่ามฟรีให้คุณ โทรที่เบอร์ (808-586-9116) และบอกเราว่าคุณพูดภาษาอะไร

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TAGALOG: TAGALOG

Kailangan ba ninyo ng tulong sa ibang lengguwahe? Ikukuha namin kayo ng libreng tagasalin. Tumawag sa (808-586-9116) para sabihin kung anong lengguwahe ang nais ninyong gamitin.

**You have the right to an interpreter
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ESPAÑOL: SPANISH

¿Necesita ayuda en otro idioma? Nosotros le ayudaremos a conseguir un intérprete gratuito. Llame al (808-586-9116) y díganos que idioma habla.

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GAGANA SAMOA: SAMOAN

**E te mana’o mia se fesosoani i se isi gagana? Matou te fesosoani e ave
atu fua se faaliliu upu mo oe. Vili mai i le numera lea (808-586-9116)
pea e mana’o mia se fesosoani mo se faaliliu upu.**

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KAJIN MAJÔL: MARSHALLESE

**Kwoj aikuij ke jiban kin juon bar kajin? Kim naj lewaj juon am dri
ukok eo ejjelok wonen. Kirtok (808-586-9116) im kwalok non kim
kajin ta eo kwo melele im kenono kake.**

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한국어: KOREAN

**다른언어로 도움이 필요하십니까? 저희가 무료로 통역을 제공합니다.
(808-586-9116) 로 전화해서 사용하는 언어를 알려주십시오**

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日本語 (JAPANESE)

**貴方は、他の言語に、助けを必要としていますか？私たちは、貴方
のために、無料で通訳を用意できます。電話番号の (808-586-9116)**

に、電話して、私たちに貴方の話されている言語を申し出てください。

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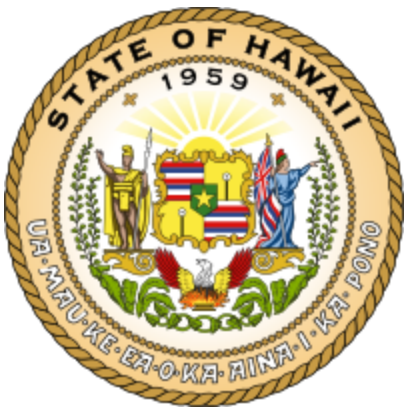


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ILOKANO: ILOCANO

Masapulyo kadi ti tulong iti sabali a pagsasao? Ikkandakayo iti libre nga paraipatarus. Awaganyo ti (808-586-9116) tapno ibagayo kadakami no ania ti pagsasao nga ar-aramatenyo.

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‘ŌLELO HAWAI‘I: HAWAIIAN

Makemake `oe i kokua i pili kekahi `olelo o na `aina `e? Makemake la maua i ki`i `oe mea unuhi manuahi. E kelepona (808-586-9116) `oe ia la kua a e ha`ina `oe ia la maua mea `olelo o na `aina `e.

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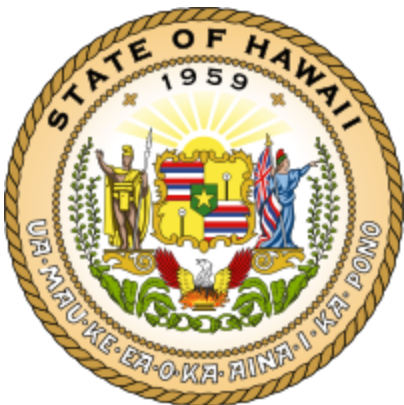


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KAPASEN CHUUK: CHUUKESSE

En mi niit alilis lon pwal eu kapas? Sipwe angei emon chon chiaku ngonuk ese kamo. Kokori (808-586-9116) omw kopwe ureni kich meni kapas ka ani.

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中文 – CHINESE Mandarin

您需要其它語言嗎？如有需要, 請致電 (808-586-9116), 我們會提供免費翻譯服 (Traditional)

您需要其它语言吗？如有需要, 请致电 (808-586-9116), 我们会提供免费翻译服务 (Simplified)

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中文 – CHINESE: Cantonese

您需要其它語言嗎？如有需要, 請致電 (808-586-9116), 我們會提供免費翻譯服務 (Traditional)

您需要其它语言吗？如有需要, 请致电 (808-586-9116), 我们会提供免费翻译服务 (Simplified)

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