

KNOW YOUR RIGHTS: PEOSHA

The New Jersey Public Employees Occupational Safety and Health Act (PEOSHA) ensures that all public employees in New Jersey are provided a safe and healthful work environment. Your contract may provide specific health and safety provisions, but as a public employee in New Jersey, you have additional rights and protections under the Act.

The New Jersey Department of Labor (DOL) is responsible for administering and enforcing the law throughout the state. In addition, the Department of Labor is responsible for responding to all complaints regarding **safety** hazards. The Department of Health and Senior Services (DHSS) is responsible for responding to all complaints regarding **health** hazards.

Major Provisions of the PEOSH Act include:

- The promotion of safety and health, including the distribution of information, the development of educational programs, and the investigating of complaints.
- The adoption of federal OSHA standards and the development of standards in the absence of federal standards or incases where existing standards are not strict enough.
- Employee right to file a complaint and request an inspection. The employee(s) filing a complaint have the right to remain anonymous if they so choose. In addition, employees have the right to be present during an inspection and are protected from disciplinary action as a result of filing a complaint.
- Employer Accountability. The Act states that the employer is obligated to provide a workplace free from hazards and must comply with all standards adopted under the Act. If a complaint is filed and the investigation reveals any violations, the employer must address the violation within the designated timeframe provided or face a penalty.

If you have questions about filing a complaint, or if you are not sure if your concerns are covered by the Act, talk with your staff representative. They will help you determine the best course of action.

In addition, DOL and DHSS both publish materials pertaining to the program and periodically offer training sessions and programs. For more information, contact the Department that would handle your question:

SAFETY COMPLAINTS

NJ Department of Labor
Office of Public Employees Occupational Safety
& Health
Phone: (609) 292-7036
Fax: (609) 292-3749
<http://www.state.nj.us/labor/lasse/lspeosh.html>

HEALTH COMPLAINTS

NJ Department of Health and Senior Services
PEOSH Program
Phone: (609) 984-1863
Fax: (609) 292-5677
<http://www.state.nj.us/health/eoh/peoshweb/>

YOU HAVE THE RIGHT TO A SAFE AND HEALTHFUL WORK ENVIRONMENT!

Note: Private sector workers are covered by the federal Occupational Safety and Health Administration (OSHA). For more information, go to www.osha.gov.