

Your Right to a Safe Workplace

နတ်ခွဲးတၢ်ယၢ်လၢနကအိၣ်ဒီးတၢ်ပူၤလီၢ်ပူၤဖျဲး
လၢတၢ်မၤလီၢ်အပူၤ



OSHA is the Agency that Protects Your Safety and Health Rights

OSHA မ့ၢ်ခၢ်စးတၢ်ကရၢကရီလၢအဒိသဒါနလၢနကအိၣ်ဒီး
တၢ်ပူၤဖျဲးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့အတၢ်ခွဲးတၢ်ယၢ်သ့ၣ်တဖၣ်န့ၣ်လီၤ.

What is OSHA?

OSHA is the Occupational Safety and Health Administration. It is a federal government agency that protects worker safety and health.

This booklet explains your rights and your employer's responsibilities under OSHA.

The rights that are described here cover workers regardless of immigration status.

OSHA စံးတၢ်မ့ၢ်မနုၤလဲၣ်?

OSHA စံးတၢ်မ့ၢ်ဝဲတၢ်မၤလိၢ်လၢအိၣ်ဒီးတၢ်ပူၤဖျးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့ပှၤပၤဆှၢတၢ်န့ၣ်လီၤ.အဝဲအံၤမ့ၢ်ဝဲကီၢ်စၢဖှိၣ်ပဒိၣ်ခၢၣ်စးတၢ်ကရၢကရိလၢကဒိသဒၢပှၤမၤတၢ်ဖိလၢကအိၣ်ဒီးတၢ်ပူၤလိၢ်ပူၤဖျးဒီးအတၢ်အိၣ်ဆူၣ်အိၣ်ချ့အဂီၢ်န့ၣ်လီၤ.

လံာ်ဖိအံၤတဲၤန့ၢ်ပၢၢ်ဘၣ်ယးနတၢ်ခွဲးတၢ်ယၢ်တဖၣ်ဒီးနတၢ်မၤလိၢ်အမူအဒါလၢ

OSHAအတၢ်သိၣ်တၢ်သိတၢ်ဘျၢအဖိလၢတဖၣ်အဂ့ၢ်န့ၣ်လီၤ.

OSHA အတၢ်ခွဲးတၢ်ယၢ်တဖၣ်အံၤဒိသဒၢပှၤမၤတၢ်ဖိတဖၣ်လၢတအိၣ်ဒီးတၢ်မဲၣ်သူမဲၣ်ဂီၤဘၣ်ယးတၢ်န့ၣ်လီၤအိၣ်ဆိးထံလိၢ်ကီၢ်ပူၤအလံာ်အုၣ်ကီၢ်အတၢ်လိၢ်ဆိလိၢ်သးအဖိခိၣ်ဘၣ်.

What Are My Rights Under OSHA?

လၢ OSHA အမိလၢယအိၣ်ဒီးတၢ်ခွဲးတၢ်ယၢ်မနုၤသ့ၣ်တဖၣ်လဲၣ်.



1. You have the right to be safe when you are working. This is called OSHA's "general duty clause."

နအိၣ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကအိၣ်ဒီးတၢ်ပူၤဖျဲးဖဲနမၤ
တၢ်အဆၢကတီၢ်န့ၣ်လီၤ.အဝဲအံၤဘၣ်တၢ်ကိးအီၤလၢ OSHA
အမူဒါခိၣ်သ့ၣ်အလံာ်ကျိၤဖျၢၣ်န့ၣ်လီၤ.



2. You have the right to be trained on safety and health problems at your job.

နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢတၢ်ကဘၣ်သိဉ်လိသီလိနၤဘၣ်ဃး
တၢ်ပူၤလိာ်ပူၤဖျဲးဒီးတၢ်အိဉ်ဆူဉ်အိဉ်ချ့အတၢ်ဂ့ၢ်ကိတဖၣ်
လၢနတၢ်မၤအပူၤန့ဉ်လီၤ.



- 3.** You have the right to go to the bathroom when you need to use it.

နအိၣ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကလဲၤထီၣ်ဟံၣ်ဖိဖဲနလိၣ်ဘၣ်
လၢနကထီၣ်အီၤအဆၢကတီၢ်န့ၣ်လီၤ.



4. You have the right to ask for information about things you think are dangerous at work. Your employer has to give you the information you ask for (types of chemicals, air tests, etc.)

နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကသံကွၢ်တၢ်ဂ့ၢ်တၢ်ကျိၤဘၣ်ယး
တၢ်တမံလၢလၢနကဆိကမိဉ်လၢအလီၤပျံၤလီၤဘၣ်ယိဉ်လၢနတၢ်မၤအပူၤ
တဖၣ်န့ၣ်လီၤ.နတၢ်မၤလီၢ်ကဘၣ်ဟ့ၣ်နၤတၢ်ဂ့ၢ်တၢ်ကျိၤလၢနသံကွၢ်တဖၣ်
(ဒ်အမ့ၢ်ကသံၣ်ကသီသ့ၣ်တဖၣ်,တၢ်သမံသမိးကလံၤပိးလီတဖၣ်,
ဒီးအဂ့ၢ်အဂၤတဖၣ်.....)



- 5.** You have the right to see your medical records and information about your exposure to harmful chemicals.

နအိန်ဒီးတန်ခွဲးတန်ယာ်လာနကထံၣ်ဘၣ်နကသံၣ်ကသီ
အတၢ်ကွဲးနီၣ်ကွဲးယါဒီးတၢ်ဂ့ၢ်တၢ်ကျိၤဘၣ်ယးဂၢ်ကသံၣ်
ကသီလာအဖူးဆူးကွဲးဆါကွဲးနုၤသ့ၣ်တဖၣ်န့ၣ်လီၤ.



6. You have the right to see copies of OSHA rules that are important to your workplace.

နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကထံဉ်ဘဉ် OSHA
အတၢ်သိဉ်တၢ်သီတၢ်ဘျၢတဖဉ်လၢအရူဒိဉ်ဝဲလၢနတၢ်မၤ
လိာ်အပူၤတဖဉ်န့ဉ်လီၤ.



7. You have a right to know about people who have gotten sick or hurt at work. You have a right to see the company's "OSHA 300 logs" that keep track of injuries and illnesses where you work.

နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်မနုၤသ့ၣ်ညါပှၤလၢဒီးန့ၣ်တၢ်ဆူတၢ်ဆါမ့တမ့ၢ်
ဘဉ်ဒီးဘဉ်ထံးလၢတၢ်မၤလီၤအပူၤန့ၣ်လီၤ.နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်မနုၤ
နကထံဉ်ဘဉ်တၢ်မၤလီၤအ“OSHA ၃၀၀”လၢအဟံးကီၤယၢ်တၢ်ကွဲးနီၣ်ကွဲး
ယါဘဉ်ယးတၢ်ဘဉ်ဒီးဘဉ်ထံးတဖၣ်ဒီးတၢ်ဆူတၢ်ဆါ
တဖၣ်ဖဲနမၤတၢ်အလီၤန့ၣ်လီၤ.



8. You have the right to complain to OSHA about hazards at work. OSHA will not give your name to your employer.

နအိဉ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကလိာ်ကွီၢ်တၢ်ဆူ OSHA အအိဉ်ဘၣ်ဃး
တၢ်လီၤဘၣ်ယိဉ်လၢတၢ်မၤလီၢ်အပူၤန့ၣ်လီၤ.

OSHA တၢ်ဒုးသ့ၣ်ညါနတၢ်မၤလီၢ်လၢနမံၤနသ့ၣ်ဘၣ်.



- 9.** If OSHA inspects your workplace, you have the right to speak privately with the inspector about unsafe conditions.

OSHAမွၢ်သမံသမိးကွၢ်နတၢ်မၤလီၢ်လံန့ၣ်နအိၣ်ဒီးတၢ်ခွဲး
တၢ်ယာ်လၢနကစံးကတိၤတၢ်ဒီးပှၤသမံသမိးတၢ်
လၢတၢ်ခူသ့ၣ်အပူၤဘၣ်ယးတၢ်အိၣ်သးလၢအတအိၣ်ဒီး
တၢ်ပူၤလီၢ်ပူၤဖျဲးဘၣ်အဂ့ၢ်အကျိၤန့ၣ်လီၤ.



- 10.** You cannot be punished or fired for using your safety rights under OSHA.

နဒီးန့်တၢ်စံၣ်ညီၣ်မ့တမ့ၢ်တၢ်နီၣ်ဟးထီၣ်ကွံာ်နၤလၢ
နတၢ်မၤအပူၤခိဖျိနဆိးကါနတၢ်ပူၤလီၢ်ပူၤဖျဲးခွဲးယၢ်လၢ OSHA
အတၢ်သိၣ်တၢ်သိၣ်ဘျါအဖီလၢအယိတသ့ဝဲဒၣ်ဘၣ်.

What Does My Employer Have to Do?

ယတၢ်မၤလိၢ်ကဘၣ်မၤမနုၤသ့ၣ်တဖၣ်လဲၣ်.



1. Your employer has to provide a safe and healthy workplace.

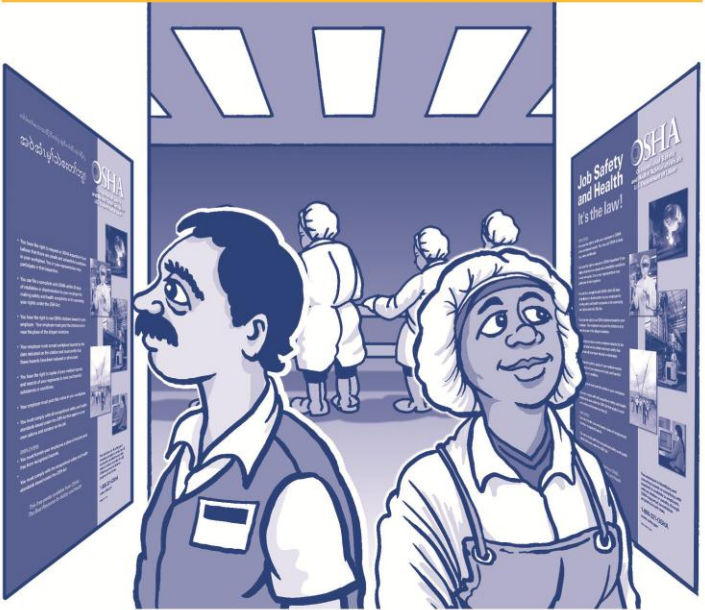
နတၢ်မၤလိၢ်ကဘၣ်ကတဲၣ်ကတိၤန့ၢ်ပၤတၢ်မၤလိၢ်လၢ
အအိၣ်ဒီးတၢ်ပူၤဖျးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့န့ၣ်လီၤ.

What Does My Employer Have to Do?



2. Your employer has to obey all OSHA rules.

နတ်မလီၢ်ကဘၣ်လူၤပိၣ်မၤထွဲကယဲၢ် OSHA အတ်သိၣ်တၢ် သိတ်ဘျၢၣ်လၢၢ်န့ၣ်လီၤ.



- 3.** Your employer has to put up the OSHA Job Safety and Health poster where all workers can see it.

နတ်မလီၤကဘၣ်ကျးလီၤ OSHA အတၢ်ဖံးတၢ်မၤလၢအိၣ်ဒီး
တၢ်ပူၤဖျဲးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့အလံာ်ဘိးဘၣ်သ့ၣ်
ညါဖဲတၢ်လီၤလၢပူၤမၤတၢ်ဖိခဲလၢာ်ထံၣ်ဝဲသ့အလီၤန့ၣ်လီၤ.



- 4.** Your employer has to tell OSHA within eight hours about any workplace accident that kills a worker or sends three or more workers to the hospital.

နတ်မလီကဘဉ်းသုဉ်ညါOSHAဘဉ်းသးတဲက
ထီဉ်အသးလၢတဲတဟ်သုဉ်ဟ်သးသတူကလဲအပူ
လၢပုၤမၤတဲဖိဘဉ်သံဝဲမ့တမ့ၢ်တဲမလီဘဉ်ဆုၤပုၤမၤတဲဖိ
သၢဂမ့တမ့ၢ်အါန့ၢ်သၢဂဆူတဲဆါဟံဉ်လၢယံးန့ၢ်ရံဉ်အတီပူ
ၤဖဲတဲကထီဉ်သးဝံၤအလီၢ်ခဲန့ၢ်လီၤ.

OSHA 300 LOG SUMMARY



5. Your employer has to keep lists (called “OSHA 300 logs”) of people who get sick or hurt at work and put up a summary every year (from February 1-April 30) that every worker can see.

နတ်မလီၢ်ကဘၣ်ဟ်ကီၤယၢ်စရိပတီၢ်(တ်ကိးအီၤလၢ “OSHA ၃၀၀ လံာ်ဖိးသဲးစးတ်ကွဲးနီၣ်ကွဲးယါ”)ဘၣ်ယးပှၤလၢအဒိးန့ၢ်တ်ဆူးတ်ဆါ မ့တမ့ၢ်ဘၣ်ဒိဘၣ်ထံးလၢတ်မလီၢ်အပူၤဒီးကဘၣ်ကျးလီၤဝဲ စရိလၢတ်ကွဲးဖှိၣ်မၤဖှိၣ်အီၤကိးနံၣ်ဒဲး(စးထီၣ်လါဖှၢ်တြူၤအါရံၣ်တ သိတူၤလါအုၤဖျါအသိသၢဆံ)ဝဲပှၤကိးဂၤဒဲးထံၣ်အီၤသ့အလီၢ်န့ၢ်လီၤ.



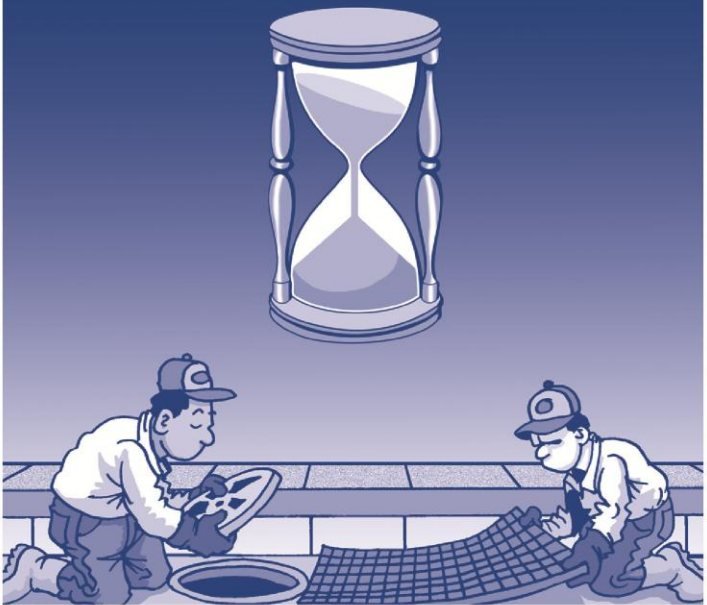
- 6.** Your employer has to allow a worker representative to go with an OSHA inspector during an inspection.

နတ်မလီၢ်ကဘၣ်ဟ့ၣ်အခွဲးလၢခါၣ်စးလၢပှၤမၤတၢ်ဖိအဂီၢ်
လၢကလဲၤဃုာ်ဒီး**OSHA**အပှၤသမံသမိးတၢ်ဖဲတၢ်သ
မံသမိးတၢ်အကတီၢ်န့ၣ်လီၤ.



7. Your employer has to put up a written notice of OSHA violations at or near the place where they happened. This has to stay up for at least three days or until the problem is corrected.

နတ်မလီၢ်ကဘၣ်ကျးလီၤလံာ်တၢ်ဒုးသ့ၣ်ညါဘၣ်ယး
OSHAတၢ်မၤတၢ်ထီၣ်တၢ်လီၤတၢ်မၤထီၣ်တၢ်ဖဲတၢ်လီၤလၢတၢ်ကဲထီၣ်အသးလီၢ်
မ့တမ့ၢ်ဖဲတၢ်ကဲထီၣ်အလီၢ်အကပၤန့ၣ်လီၤ.လံာ်တၢ်ဒုးသ့ၣ်ညါအံၤ
ကဘၣ်အိၣ်ကျးလီၤအသးအစ့ၤကတၢၢ်သၢသီမ့တမ့ၢ်တုၤ
တၢ်ဂ့ၢ်ကိအံၤဘၣ်တၢ်မၤဘၣ်က့ၤအီၤဝံၤတစုန့ၣ်လီၤ.



- 8.** Your employer has to correct hazards within the time period set by OSHA.

နတ်မလီၢ်ကဘၣ်ဘၣ်က့ၤတၢ်လၢအလီၤဘၣ်ယိၣ်တဖၣ်
ဒ်တၢ်ဆၢကတီၢ်လၢOSHA နဲၣ်လီၤဝဲအသိးန့ၣ်လီၤ.



9. Your employer cannot punish a worker for using their OSHA rights.

နတ်မလီၢ်စံၣ်ညီၣ်ပှၤမၤတၢ်ဖိခိဖျိပှၤမၤတၢ်ဖိဆိးကါအဝဲသ့ၣ်အ OSHAအတၢ်ခွဲးတၢ်ယၢ်တဖၣ်အယိတသ့ဝဲဒၣ်ဘၣ်.



- 10.** Your employer has to offer safety and health information and training in a way that workers can understand it (in other languages, at different reading levels, etc.)

နတ်မလီၢ်ကဘၣ်ဟ့ၣ်တၢ်မလိဘၣ်သးတၢ်ပူၤဖျးဒီး
တၢ်အိၣ်ဆူၣ်အိၣ်ချ့လၢကျဲလၢပှၤမၤတၢ်ဖိနၢ်ပၢ်အီၤသ့(လၢ
ကျိၣ်အဂုၤအဂၤတဖၣ်ဒီးပှၤဖးလံာ်ဖိအပတီၢ်လၢအလီၤ
ဆိလိာ်သးတဖၣ်အဂီၢ်,ဒီးအဂုၤအဂၤတဖၣ်)န့ၣ်လီၤ.

What Other Safety & Health Protections Do I Have?

1. You have the right to refuse dangerous work if you follow all three of these rules: a) You can refuse work that you really believe could kill or hurt you badly. b) You can refuse dangerous work if you have asked your employer to fix the danger. c) You can refuse dangerous work if you offer to do other, safe work until the danger is fixed. You cannot be fired for refusing unsafe work if you follow these three rules.
2. If you are a member of a union, your contract may contain more safety and health protections. Ask a steward or union representative.

တၢ်ပူၤလိၤပူၤဖျဲးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့အတၢ်ဒိသဒါအဂၤအဂၤအိၣ်ဒီးယၢမနုၤလဲၣ်.

၁.နမ့ၢ်လူၤပိၢ်မၤထွဲတၢ်သိၣ်တၢ်သိသ့ၣ်တဖၣ်အံၤခဲလၢနီၣ်နအိၣ်ဒီးတၢ်ခွဲးတၢ်ယၢ်လၢနကဂ့ၢ်လိာ်လၢနတမၤတၢ်မၤလၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိတဖၣ်သ့ၣ်န့ၣ်လီၤ.က).နဂ့ၢ်လိာ်တၢ်မၤလၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိသ့ၣ်န့ၣ်နသ့ၣ်ပၢ်ကတၢ်လၢမၤသံမ့တမ့ၢ်မၤဘၣ်ဒိဘၣ်ထံးနၤဒိၣ်ဒိၣ်မ့ၢ်မ့ၢ်သ့ၣ်တဖၣ်န့ၣ်လီၤ.ခ).နဂ့ၢ်လိာ်တၢ်မၤလၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိသ့ၣ်န့ၣ်နမ့ၢ်ယုထီၣ်တ့ၢ်ဆူနတၢ်မၤလိာ်လၢကဘိဂ့ၢ်ထီၣ်က့ၢ်တၢ်လၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိမ့ၢ်ဝံၤလံၤန့ၣ်လီၤ.ဂ).နဂ့ၢ်လိာ်တၢ်မၤလၢအလီၤဘၣ်ယိၣ်သ့ၣ်န့ၣ်နယုမၤတၢ်မၤအဂၤအဂၤလၢအအိၣ်ဒီးတၢ်ဖျဲးတုၤတၢ်မၤလၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိတဖၣ်တၢ်ဘိဂ့ၢ်အိၣ်တစုအခါန့ၣ်လီၤ.နလူၤပိၢ်မၤထွဲတၢ်သိၣ်တၢ်သိသၢမံၤအံၤအယိတၢ်နိၣ်ဟးထီၣ်ကွံာ်နၤလၢနတၢ်မၤခီဖျိနဂ့ၢ်လိာ်လၢနတမၤတၢ်မၤလၢအလီၤဘၣ်ယိၣ်ဘၣ်ဘိအယိတသ့ဘၣ်.

၂.နမ့ၢ်ယူၤနံၣ်ယၢၣ်(Union)အကရၢဖိန့ၣ်နလံာ်ယံးယၢ်အပူၤကဟ်ၣ်ယုာ်ဝဲတၢ်ပူၤဖျဲးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ချ့အတၢ်ဒိသဒါအါန့ၣ်အအံၤတက့ၢ်လီၤ.သံကွၢ်ပုၤအံးထွဲကွၢ်ထွဲတၢ်မ့တမ့ၢ်ယူၤနံၣ်ယၢၣ်(Union)ခၢၣ်စးအပုၤဘၣ်မူဘၣ်ဒါန့ၣ်တက့ၢ်.



For more information:

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လံာ်ဖိအံၤဘၣ်တၢ်ဒုးအိၣ်ထီၣ်တၢ်အိၣ်ဖျိ SH-20867-SH0 စုလၢတၢ်ဟ့ၣ်လၢအိၣ်လၢပဒိၣ်ဖျိတၢ်မၤလီၤလၢ
အိၣ်ဒီးတၢ်ပူၤဖျးဒီးတၢ်အိၣ်ဆူၣ်အိၣ်ရူပၤဟ့ၣ်တၢ်.ကီၢ်အမဲရကၢပူၤမၤတၢ်ဖိဝဲကျိၤအအိၣ်န့ၣ်လီၤ.အဝဲအံၤ
အလီၤတအိၣ်ဝဲလၢကကွၢ်ဒီးဘၣ်ကအိၣ်ကီၢ်အမဲရကၢပူၤမၤတၢ်ဖိဝဲကျိၤအတၢ်ထံၣ်မ့တမ့ၢ်အတၢ်သိၣ်
တၢ်သီတၢ်ဘျုးသ့ၣ်တဖၣ်န့ၣ်ဘၣ်.ဒီးတဟ်ဖျါစ့ၢ်ကိးပနံၣ်တၢ်ကၤအမံၤအသၣ်.တၢ်ဖိတၢ်လံၤလၢတၢ်ပနံၣ်မၤကၤဝဲအမံၤ
အသၣ်ဘၣ်.မ့တမ့ၢ်တၢ်ကရၢကရိတဖၣ်တဘၣ်တၢ်အၢၣ်လီၤဟ်ဂံၢ်ဟ်ကျိၤအိၣ်ဖျိကီၢ်အမဲရကၢပဒိၣ်န့ၣ်ဘၣ်.

Illustrations by / တၢ်ဂီၤလၢလံာ်ပူၤအံၤဘၣ်တၢ်အိၣ်ဖျိ
Mike Konopacki

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