



Montana Department of LABOR & INDUSTRY

JOB SAFETY AND HEALTH IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise your safety concerns with your employer or Montana Department of Labor & Industry (DLI), or report a work-related injury or illness without retaliation.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a DLI inspection of your workplace if you believe there are unsafe or unhealthy conditions. DLI will keep your name confidential. You have the right to have a representative contact DLI on your behalf.
- Participate (or have your representative participate) in a DLI inspection and speak in private to the inspector.
- File a complaint with DLI within 30 days (by phone, online, or by mail) if you have been retaliated against for using your rights.
- See any DLI citations issued to your employer.
- Request copies of our medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with DLI, or reporting a work-related injury or illness.
- Comply with the Montana Safety Culture Act.
- Comply with all applicable OSHA standards.
- Report to DLI all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace (recommendation).
- Post DLI citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to public sector employers, without citation or penalty, through the Montana Department of Labor & Industry Consultation Services.

PUBLIC SECTOR HAZARD REPORTING (406) 444-6401 | PUBLIC SECTOR CONSULTATION REQUEST (406) 494-0324

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