EMPLOYEE SAFETY AND HEALTH PROTECTION

The Arizona Occupational Safety and Health Act of 1972 (Act), provides safety and health protection for employees in the Arizona. The Act requires each employer to furnish his employ- ees with a place of employment and employment and equipment which are free from recognized hazards capable of causing death or serious injury or death. The Act further requires that employees and employers comply with workplace safety and health standards, rules and regulations promulgated by the Industrial Commission's Division of Employment Safety and Health. In addition, a division of the Industrial Commission of Arizona, administers and enforces the requirements of the Act.

As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may ask ADOSH to keep your name confidential.

You have the right to request that ADOSH conduct an inspection if you believe there are unsafe and/or unhealthful conditions in your workplace. You or your representative may participate in the inspection.

If you believe you have been discriminated against for making safety and health complaints, or for exercising your rights under the Act, you have a right to file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from discrimination under the Federal Occupational Safety and Health Act and may file a claim with the U.S. Equal Employment Opportunity Commission.
This page contains multiple sections discussing various topics, including employment rights, health and safety, and labor laws. Below is a brief summary and some key points extracted from the document:

**Employment Rights and Responsibilities Under the Family and Medical Leave Act (FMLA)**

- FMLA requires employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:
  - For the birth of a child or placement of a child for adoption or foster care
  - To care for a family member who is seriously ill
  - To meet all other eligibility requirements.

**Work Exposure to Body Fluids**

- Employees needing a claim may be made for a condition, infection, disease, or disability involving or arising out of and in the course of employment.

**Beneﬁts and Protections**

- During FMLA leave, the employer must provide the employee’s health coverage under any “group health plan” on the same terms as if the employee had continued to work for the employer. Upon return to work, the employee is entitled to their pre-existing health benefits.

**Employment Eligibility**

- Employees are eligible for FMLA leave for at least one year, 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer.

**Employer Responsibilities**

- Employers must provide notice to employees before taking leave, including the need to provide notice at least 30 days in advance.
- Leave can be taken intermittently or continuously.

**Enforcement**

- An employer may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.
- FMLA does not affect any Federal or State law prohibiting discrimination or requiring minimum wage and overtime payments.

**State of Arizona**

- The law requires employers to display this poster where employees can readily see it.

**Notice to Employers**

- The Fair Labor Standards Act (FLSA) applies to employers of workers engaged in commerce or in the production of goods for commerce, and the employer must post the notice at their place of business.

**Wage and Hour Division**

- The Wage and Hour Division of the U.S. Department of Labor enforces the FLSA and the Migrant and Seasonal Agricultural Workers Protection Act ( MSPA).

**Notice to Employers**

- The employer must post the notice at the place of employment, and the notice may be in the form of a pamphlet or other publication.

**Notices and Posters**

- Notices and posters must be posted in a conspicuous place at the workplace.

**Additional Information**

- Certain occupations and establishments are exempt from the minimum wage and overtime pay provisions.

**To Be Posted by Employer**

- The notice must be displayed in a conspicuous place at the workplace.

**WHD**

- WHD Publication 1420 Revised January 2009

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**Additional Resources**

- State of Arizona Department of Administration
- Arizona Department of Economic Security
- Arizona Department of Health Services
- Arizona Department of Education

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**Employee Rights and Responsibilities Under the Fair Labor Standards Act**

- Federal Minimum Wage: $7.25 per hour

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**Notices and Posters**

- Notices and posters must be posted in a conspicuous place at the workplace.

**Keep Posted in a Conspicuous Place**

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**KEEP POSTED IN A CONSPICUOUS PLACE**

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**Notice to Employees**

- You are covered by Unemployment Insurance (UI) for an explanation of what this insurance means to you, visit our website at www.azsui.gov or call the Risk Management Division. (A.R.S. §25-772.C)

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**WHD**

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**Work Exposure to Body Fluids**

- Employees are entitled to provide notice if the employer's operations may involve exposure to body fluids.

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**Notice to Employees**

- Notice to Employees for Work Exposure to Methicillin Resistant Staphylococcus Aureus (MRSA), Strep, MRSA, and Hepatitis C.

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