

GMP *Horizons*

JULY/AUGUST 2016

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries

2016

SCHOLARSHIP WINNERS



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NOTICE OF
NOMINATIONS
P. 11



Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
608 East Baltimore Pike, Media, PA. 19063
610-565-5051 · GMPIU@gmpiu.org

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In this Issue:

President's Message	1	Local Union 198	8
Scholarship Winners	2-4	Labor Day	10
Local Unions 96 and 121	6-7	Notice of Nominations	11

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Claude Beaudin, International Secretary-Treasurer
608 E. Baltimore Pike, Media, PA 19063

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DAVID DOYLE
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P.O. Box 20133
Woodstock, Ontario N4S 8X8
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INTERNATIONAL PRESIDENT

“Secretary-Treasurer Beaudin and I will work tirelessly on your behalf to ensure that the GMP Council of the USW continues to represent our members in the finest traditions of the GMP”

GMP APPROVES MERGER WITH USW

The GMP 75th Quadrennial Convention was held during the week of August 8 through August 12. The principle purpose of the Convention was to consider a resolution approving the merger of the GMP with the United Steelworkers (USW). After careful and thorough review of the Merger Agreement, the Law Committee unanimously recommended to the delegates that the resolution authorizing and approving the GMP’s merger with the USW be approved by the Convention. After the Law Committee reported its recommendation and the motion to approve the merger was before the delegates, a presentation was made to the delegates to discuss the details of the merger, highlight the many advantages to our membership which will result from the merger and to address any questions which remained about the merger.

The merger resolution was met with an enthusiastic response from the delegates. Many members rose to the microphones to express their support for the merger. When debate was exhausted and the question presented to the delegates, the merger resolution was resoundingly approved by the delegates.

Our next issue of Horizons will contain the full Convention report, which will provide much more detail about the Convention and the merger. For the moment, please allow me to thank our membership for its continuing support and to assure you that Secretary-Treasurer Beaudin and I will work tirelessly on your behalf to ensure that the GMP Council of the USW continues to represent our members in the finest traditions of the GMP and that the many advantages of the merger are made available to all of our members.

I would also like to express my heartfelt congratulations to each of the recipients of a GMP Memorial Scholarship, whose stories are detailed in this issue of Horizons. The GMP Memorial Scholarship Fund, which is funded by voluntary contributions, will continue after the merger so long as it holds assets and the scholarships awarded by the program will continue to be awarded exclusively to the children of members of GMP local unions. I am extremely proud of the tradition of generosity of our members that has allowed the GMP Scholarship program to continue to serve our membership and look forward to that program continuing long into the future.



2016 SCHOLAR

The International Union is proud to announce the 2016 scholarship awardees as named by International Secretary-Treasurer Claude Beaudin. Every member who has made a contribution to the Scholarship Fund can take pride in what they have helped accomplish. The support of the GMP staff, Local Unions and the entire membership past and present is vital to our Memorial Scholarship program. This year's recipients are:

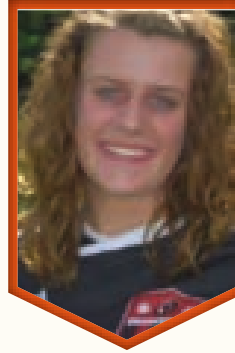
- **Allen Burgess**, son of Brain Burgess of Local Union 65B in Boaz, Alabama
- **Cheyenne Cornett**, daughter of Tamarra Cornett of Local Union 37 in Gas City, Indiana
- **Danielle Osoteo**, daughter of Rogelio Osoteo, Jr. of Local Union 177 in Tracy, California
- **Diana Nguyen**, daughter of Quang Nguyen of Local Union 376 in Columbia, Pennsylvania
- **Laina Batdorf**, daughter of Jeri Batdorf of Local Union 226 in Burlington, Wisconsin
- **Travis Barton**, son of Troy Barton of Local Union 121 in Dunkirk, Indiana
- **Cynthia Setzer**, daughter of Ronald Setzer of Local Union 75 in Port Allegany, Pennsylvania
- **Kelly Haggard**, daughter of Timothy Haggard of Local Union 75 in Port Allegany, Pennsylvania
- **Tyler Gillilan**, son of Daniel Gillilan of Local Union 65 in Winchester, Indiana

ALLEN BURGESS



...was a member of a handful of organizations while attending high school. He played alto saxophone in the Fyffe High School Marching Band, participated in the Beta Club, competed with the Fyffe BEST Robotics Team, and became an Eagle Scout in Tenbroeck, AL Boy Scout Troop 4096. His future goals are to obtain a Bachelor's Degree in Mechanical Engineering at the University of South Alabama and continue playing alto saxophone by joining the Jaguar Marching Band.

CHEYENNE CORNETT

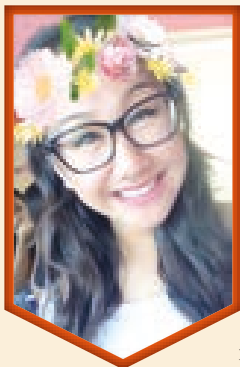


...participated in many school activities such as National Honor Society, Future Farmers of America, Spanish Club, and Student Government along with varsity sports such as tennis, soccer, and bowling. She was also involved in many community activities including 4-H and coaching a 1st and 2nd grade soccer team at the local club level.

This fall she will be attending Purdue University as an undeclared student and is strongly considering Veterinarian Studies due to her heavy involvement in FFA, 4-H, and the livestock industry throughout her life. Cheyenne has a strong passion for putting her animals before herself and rescuing when possible, she hope to continue to give animals a better life.

SHIP WINNERS

DANIELLE OSOTEO



...took part in several activities in high school, both ranging from Advanced Placement classes, to sports and clubs. She started tennis her freshmen year of high school and became the president her senior year. Danielle also was on the swim team her sophomore and junior year. As

for clubs she was an officer

for Friday Night Live and College Bound, she also took part in the Leadership class as well as Peer Resource. Through her involvement in high school she came to the conclusion that she enjoyed working with others while bringing a change and movement to those around her. This is part of the reason why Danielle has chosen to study Global Studies in college. Her hope for the future is to become a diplomat or ambassador with the chance to help and deal with relations with other countries.

DIANA NGUYEN



... was involved in many extracurricular activities, including orchestra, German Club, Quiz Bowl, National Honor Society, National Art Honor Society, and the Society for Academic Excellence in Foreign Language. Outside of her academic responsibilities, she volunteered with

the Greystone Manor Therapeutic

Riding Center and Youth to Youth. Diana will attend the Massachusetts Institute of Technology in the fall as a QuestBridge Scholar, and plans to major in mechanical engineering and minor in mathematics and German.

LAINA BATDORF

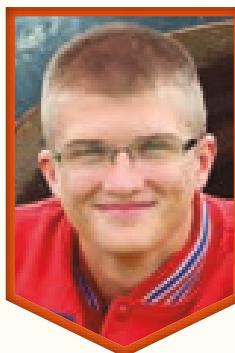


...enjoyed volunteering at SMILES, a therapeutic riding facility for people with special needs in addition to various other volunteer opportunities throughout high school. Her love for helping others has led her to the decision of a nursing career while she

attends the UW-Parkside in

Kenosha, WI.

TRAVIS BARTON

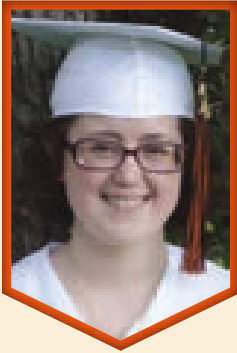


During his high school career at Jay County High School participated in sports, clubs, and did a few college level classes. Travis' favorite classes in high school were business and computer classes. These two interests are leading him to pursue further education

in information technology

geared towards the business side of the degree. Travis will be attending the University of Cincinnati to get his degree in information technology.

CYNTHIA SETZER



...participated in many activities throughout high school to include Color Guard, the School Musical, Reading Competition, Yearbook Staff, Gator Mascot, Fall Play, Chorus, Show Choir, Envirothon Competition, National Honor Society, National Technical Honor Society, Seneca

Highlands CTC, Student of the week twice 2015 and 2016 and Seneca Highlands CTC Student Committee. Cynthia's future ambitions are to have her own bakery in Myrtle Beach, South Carolina where she will donate unsold products to help local soup kitchens.

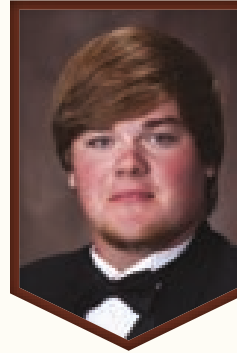
KELLEY HAGGARD



...was involved in the Port Allegany High School Yellow Ribbon Club, which is a suicide prevention group. She also was involved in Football Cheerleading, Lady Gator Basketball, and Student Council. Kelly plans on attending Jamestown Community College

for Nursing and after graduation she hope to be working at a hospital as a Registered Nurse.

TYLER GILILAN



...participated in various sports and activities while attending Boaz High School. As a member of the varsity football team all four years, he was able to mentor young students through Fellowship of Christian Athletes (FCA). In Tyler's four years as a member of Future Farmers of

America (FFA), he was able to volunteer at the Northeast Alabama Farming and Poultry Expo and educate others on the importance of a technical education. As a senior, he was named team captain for the Boaz Pirate football team and received All County and All Region 7 honors. During his senior year, he also received my certification in Aviation Technology from the Albertville Municipal Aviation Center. Tyler plans on attending Snead State Community College in Fall 2016 and then transferring to Auburn University in fall 2018 to pursue a degree in Mechanical Engineering

We are happy to celebrate this year's recipients in this issue of *HORIZONS*.

Together with all of the students currently receiving an annual scholarship from the GMP Scholarship Program, **we salute you!**

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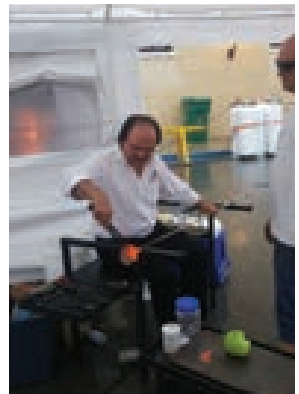
SAVINGS • SERVICE • SOLIDARITY

LOCAL UNIONS 96 AND 121

Local Union 96 and Local Union 121 located in Dunkirk, Indiana which is often referred to as the Glass Capital of Indiana hosted the 50th annual Glass Days, June 2nd–4th, 2016. Local Union 96 and Local Union 121 had a float in the Parade and Local Union 96 is proud to say it has been involved for all 50 years of the Glass Days events. GMP Executive Officer Rick Vitaoe had the honor of being the Grand Marshall of the Parade and participated in the activities throughout the event. A special thanks to Local Union 96 President Rick Wayman, Local Union 96 Recording Secretary Lisa Street, Local Union 121 President Kevin Lowe, Local Union 121 Vice President Tom Dewitt and Local Union 121 Financial Secretary Jerry White for making the 50th annual Glass Days in Dunkirk, Indiana a success!



1. Local Union 96 & Local Union 121 participated in the parade.
2. GMP Executive Officer Rick Vitaoe pictured with Kelsey Wright a glass assistant and Matt Kenyon from Kenyons Creations, LLC who owns and operates a large glass furnace.
3. GMP Executive Officer Rick Vitaoe pictured with Lisa Pelo from Clayton, Indiana who is an owner of a small glass furnace.





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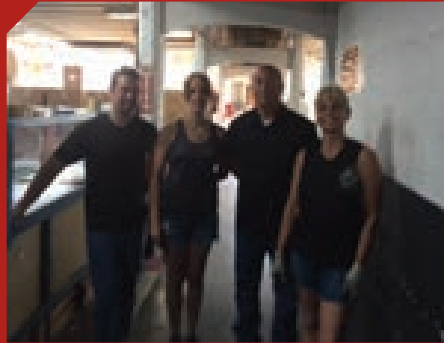
- 24-hour roadside assistance at a lower price than AAA
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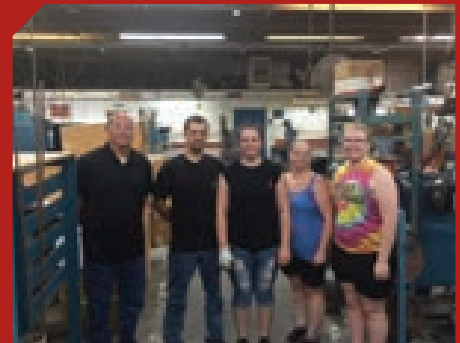
LOCAL UNION 198



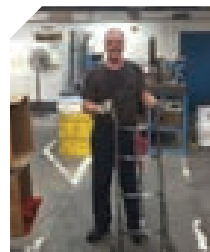
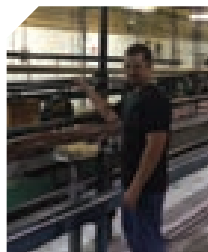
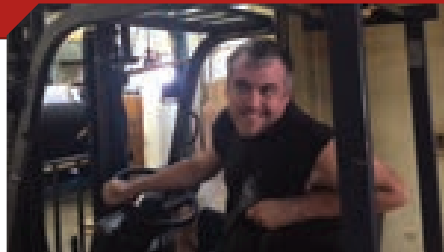
Pictured is Local Union 198 President Jeremy Compton, Mandy Hintz, GMP International Representative Thomas Gallagher, and Laurie Swiler.



Pictured is Joseph Haney, Brett Mickelson, Jacob Garcia, Mike Leedy, Jeremy Compton, Chad Starliper and GMP International Representative Thomas Gallagher.



Pictured is GMP International Representative Thomas Gallagher, Jeremy Compton, Brittany Mitchell, Lori Stephens and Krystal King.



HBD Thermoid, Inc. located in Chanute, Kansas just received business of the year award and is home to Local Union 198. HBD Thermoid, Inc. make assorted hoses and tubing for the airline industry and other industrial applications.

LOCAL UNIONS 107 AND 188



Local Union 107 and Local Union 188 of Crown Closures America in Connellsville, Pennsylvania. Pictured L-R Local Union 188 committeemen Jack Washabaugh, Local Union 188 Treasurer Jackie Anders, Local Union 107 President Ken Heller, Local Union 188 Vice President Art Andyjohn, Local Union 188 President Rick Balgosity, GMP Executive Officer Richard Baumcratz and Local Union 107 Vice President Darcell Juggins.

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CELEBRATE



SEPTEMBER 5TH

Labor Day honors the American labor movement and the contributions that workers have made to the strength, prosperity, and well-being of the country.

WHEN PLANNING YOUR COOK OUT, MAKE SURE IT IS **UNION-MADE!**

MEAT AND BUNS AND BREAD AND BEANS

- Arnold
- Ball Park franks
- Earthgrains bread
- Entenmann's
- Hebrew National franks
- Nature's Harvest bread
- Oroweat bread and buns
- Oscar Meyer & Boar's Head hot dogs
- Oroweat buns (hot dogs and burgers)
- Stroehmann bread and buns
- Sara Lee buns (hot dogs and burgers)
- Burnham and Morrill (baked beans)

CHIPS 'N' DIP

- Doritos
- Mission chips, salsas, and dips
- Tostitos chips, salsas, and dips

SNACKS

- Bugles
- Cheetos
- Cheez-It
- Frito-Lay Rold Gold Pretzels
- Lorna Doone cookies
- Mike Sell's Potato Chip Co.
- Pirate Booty
- Utz pretzels

ICE CREAM AND TOPPINGS

- Barber's
- Breyers
- Country Fresh
- Creamland Dairies
- Prairie Farms
- The Masterson Company

GRILLS, COOLERS AND CUPS

- Rubbermaid coolers
- Solo cups, plates & bowls
- Weber Grills - Genesis, Summit, and Q series

NOTICE of NOMINATIONS

LOCAL UNION 65B Albertville, Alabama

The nominations for all officers will be submitted orally at the September 10th, 2016 regular Union meeting at 9am. This meeting along with the elections of October 8th, 2016 from 8am to 2pm will take place at the Union Hall, located at 1315 Highway 205 S, Albertville, Alabama 35950.

LOCAL UNION 304B Blossburg, Pennsylvania

The nominations for all officers of GMP Local Union 304B will be held at the regular union meeting on Wednesday, September 21, 2016 at 6pm at the Kiwanis Building, Island Park, Blossburg, PA.

The elections of officers for GMP Local Union 304B will take place on Wednesday, October 19, 2016. The Ward Union members will vote at the Kiwanis Building, Island Park, Blossburg and the Waupaca (HMAC) Union members will vote at the Tioga Fire Department, 7 Rarrick Drive, Tioga, PA. The time will be from 6am until 6pm at both locations.

Installation of officers will take place at the end of the regular Union meeting on Wednesday, October 19, 2016 at the Kiwanis Building.

LOCAL UNION 253 Ruston, Louisiana

Nominations will be held September 16th, 2016 at 6pm at the Fairfield Inn located at 1707 Roberta Avenue, Ruston, LA 71270. Elections will be October 6th, 2016 from 5:00am – 10:00am and 1:00pm – 6:00pm and then on October 7th, 2016 from 5:00am – 11:00am.

LOCAL UNION 324 Anniston, Alabama

Nominations for all offices of GMP Local Union 324 to include President, Vice President, Recording Secretary and Financial Secretary will be held at the regular Union meeting on October 1st, 2016 at 9:00am at the Union Hall located at 25 W 13th Street, Anniston, Alabama 36201. Elections will be held November 5th, 2016 at 9:00am at the Union Hall located at 25 W. 13th Street, Anniston, Alabama.

LOCAL UNION 287 Lancaster, Pennsylvania

The nominations of officers will take place at the regular monthly membership meeting Thursday October 6, 2016 at 7pm located at 675 Manor Street, Lancaster, Pennsylvania. Elections of officers will be held prior to the regular monthly meeting Thursday November 3, 2016 from noon to 7pm located at 675 Manor Street, Lancaster, Pennsylvania. All nominations shall be submitted orally at the nominating meeting.

NOTICE: Any Local Union advertising its nomination and elections in *Horizons* must submit it 120 days prior to the nominations date with an up to date member list to include addresses and the notice of nomination form. Please send these notices via mail or email to gmpiu@gmpiu.org. All nominations shall be submitted orally at the nominating meeting. In accordance with Article 20, Section 2, of the GMP Constitution, Local Presidents shall, by virtue of their election to that office, also serve as delegates to the Quadrennial Convention.

Handling Grievances: More Like Mother Jones, Less Like Perry Mason

Perhaps it happens in your workplace: Management avoids taking responsibility when they know they are wrong. They drag the process out and treat group problems as personal, individual gripes, hoping the workers won't unite and will eventually drop the issue.

When the grievance procedure becomes a web of rules and delays, members start to lose faith in the process. That's why it's important to handle grievances less like the fictional TV lawyer Perry Mason and more like the legendary union hell-raiser Mother Jones.

Not a Third Party Approach

Perry Mason wasn't concerned with building unions—just with winning his case. He carefully planned out his case and got

all the facts, something stewards should always do as well. But he won every case with clever cross-examination and startling new evidence at the last minute. That made great TV but isn't realistic. And it's not how stewards are likely to win grievances.

Sometimes stewards think that since management is being "lawyerly" they should do the same. Lawyers focus on what happens at hearings without involving members in supporting grievances. This encourages workers to view the union as a "third party" that comes in to solve problems.

"The first thing is to raise hell, says I. That's always the first thing to do when you're faced with an injustice and you feel powerless. That's what I do in my fight for the working class."

**—Mary Harris
"Mother" Jones**

Doing a thorough investigation, writing the grievance properly and meeting all deadlines without involving members doesn't build the union and it's often not enough to win. That's where Mother Jones comes in.

Activist Approach

Mary Harris Jones (1837-1930), an Irish immigrant, organized workers in the coal, textile and railroad industries. Among the campaigns she led was the remarkable 1903 Children's March against child labor, where she mobilized people, gained national attention, won

public sympathy and stigmatized her opponents. She focused on identifiable targets, like Wall Street and then-U.S. president Theodore Roosevelt.

Mother Jones used direct action to solve workers' problems that were widespread, deeply ingrained and resistant to negotiated settlement; workers across the nation were inspired to demand, and win, improved conditions. When a campaign using direct action succeeds, all workers feel it is their victory. If it loses, workers learn important lessons they can use to fight another day.

Perry Mason's Approach vs. Mother Jones's Approach

Consider these two different approaches, in the box at left, for tackling injustices at work – Perry Mason's focus only on the grievance hearing and fancy tactics or Mother Jones's looking at the whole situation and using the members' involvement and power to get resolutions.

—Steve Thornton. The writer is a retired union organizer who writes for ShovelheadHistoryProject.com.

PERRY MASON Approach:

A worker has a problem so the steward takes the case for that individual—if the contract isn't violated the steward discourages filing a grievance or taking other action.

The steward, like a lawyer, handles the case alone, relying on cleverness and relationships with management.

If the workers lose the grievance, they blame the steward or "the union," not the employer. If they win they hail the steward as a "hero" until the next problem arises (if that long).

The steward gets angry at the workers for being ungrateful.

The resentment and frustration within the union membership let management take advantage of the lack of unity to get away with even more injustices.

MOTHER JONES Approach:

The steward emphasizes how the problem, whether a contract violation or not, could affect everyone and with other members evaluates using the grievance procedure and other ways to get a resolution.

The steward involves the grievant in every step of the way, giving the grievant assignments and involving other stewards and co-workers.

Win or lose, if the steward has successfully involved the grievant and co-workers, everyone saw and heard how management acted and understands the result. The steward involves members in developing new plans to build power to challenge the boss face to face.

The steward, together with the workers, analyzes what went wrong and right with their plan and learns how to do better the next time.

A strong union membership constantly challenges bad employer decisions, even if some battles are lost. The boss thinks twice before taking a wrong step because he knows the workers will be hot on his trail every time.



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All workers have the right to:

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

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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 OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA 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.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

