

OCCUPATIONAL SAFETY AND HEALTH

NOTICE TO EMPLOYEES



You Have the Right to a Safe and Healthful Workplace: It's the Law

- You have the right to notify your employer or the Hawaii Occupational Safety and Health Division (HIOSH) (808-586-9092) about workplace hazards. HIOSH will keep your name and identity confidential.
- You have the right to request a HIOSH inspection if you believe that there are unsafe and/or unhealthful conditions at your workplace. You or your representative may participate in the inspection.
- You have the right to see HIOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer may not retaliate against you for making a safety and health complaint or for exercising your rights under the law, including the rights described above. You may file a whistleblower complaint with HIOSH within 60 days of the retaliatory act. **Private sector employees must also file a whistleblower complaint with the Occupational Safety and Health Administration (OSHA) online at: <https://www.osha.gov/workers/file-complaint> within 30 days of the retaliatory act or they will lose their rights to pursue a federal claim under section 11(c) of the federal OSH Act of 1970.**
- Report to HIOSH all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations, and losses of an eye within 24 hours. To report an incident, call (808) 586-9102 or email dliir.hiosh.incident@hawaii.gov.
- Provide required training to all workers in a language and vocabulary they can understand.
- Your employer must post this notice in the workplace in a prominent location or where such notices are customarily located.

The Hawaii Occupational Safety and Health Law of 1972, Chapter 396, Hawaii Revised Statutes, assures safe and healthful working conditions for every worker in the State. HIOSH of the state Department of Labor & Industrial Relations has the primary responsibility for administering the HIOSH Law. HIOSH does not cover those hired for domestic service in or about a private home, maritime or shipbuilding employees, employees covered by a federal agency, and employees working on military installations. OSHA monitors the HIOSH program to ensure its effectiveness. If you believe HIOSH is not meeting its responsibilities, you may file a Complaint About State Program Administration (CASPA) directly to the OSHA Regional Office:

Regional Administrator
U.S. Department of Labor – OSHA
Ronald V. Dellums Federal Building, 1301 Clay Street, Suite 1080N
Oakland, California 94612

Copies of the State law, the HIOSH Rules and Standards or other program information may be obtained at:

Hawaii Occupational Safety and Health Division
830 Punchbowl Street, Room 425
Honolulu, HI 96813
Tel. (808) 586-9116
<https://labor.hawaii.gov/hiosh/>

Revised 08/27/26