



What are My Rights in the Workplace?

Employers are required to follow the federal Occupational Safety and Health Act (OSHA) regulations and any State equivalents, as well as public health orders by Local, State, and Federal Governments.

As OPEIU members, you have additional protections under your collective bargaining agreement and the National Labor Relations Act, the Railway Labor Act, or Public Employee Labor Laws.

As a unionized workforce and as members of OPEIU, you also have the following protections:

- Request meetings to discuss any newly proposed policies or changes to your working conditions. This can be done by shop stewards, or your Local representatives.
- The right to request information from your employer.
- Your shop stewards have the right to investigate if the union is considering filing a grievance over a potential violation.
- Negotiate with employers on providing PPE supplies, and other health and safety issues.

Concerned that social distancing, cleaning and disinfecting or other regional guidelines like wearing a face covering are not being followed?

- If you do not feel safe, talk with your shop steward and try work together with management to troubleshoot and find solutions.
- Talk with co-workers, including ones that work on opposite shifts, to learn if they are facing similar concerns and involve your shop stewards.
- Shop stewards may call for a Labor-Management Committee meeting, if applicable, or try to set one up if you do not have one.
- Many OPEIU contracts have specific language around health and safety. A grievance may need to be filed if safety issues are not resolved promptly.
- At times, collective action may be called for. It is important to discuss possible actions with your stewards and your Local staff.
- Under some situations you have the right as an employee to stop working if you have a good faith belief that your working conditions are abnormally dangerous. Before taking this step, consult with your shop stewards and your Local staff.

Some workplaces are located within larger complexes with other tenants within the same building. Do not hesitate to bring up health and safety issues related to building common areas including elevators, restrooms and conference rooms with your employer.

Other steps to consider:

- Try to set up a safety council for your worksite.
- Consider working with other labor unions that have members within the same employer.