Ohio | Bureau of Workers' Compensation

Ohio Public Employment Risk Reduction Program

Safety and Health Protection on the Job It's The Law!

The Public Employment Risk Reduction Act ensures safe and healthy working conditions for Ohio's public employees.

> **Public employers** shall provide a place of employment free from recognized hazards and be in compliance with the Public Employment Risk Reduction Program (PERRP) occupational safety and health standards, rules and regulations.
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> **Public employees** shall comply with the PERRP occupational safety and health standards, rules and regulations.

Complaints
O   Any public employee or employee representative has the right to file a complaint with PERRP via fax or letter that describes unsafe or unhealthy conditions in his/her workplace. Names of public employees filing complaints will be kept confidential.

Refusal to Work
O   A public employee acting in good faith has the right to refuse to work under conditions he or she reasonably believes present an imminent danger of death or serious harm. This applies if the condition does not normally exist or is not reasonably expected to occur during the course of the employee's regular duties. A public employee who refuses to work under such conditions **must** follow these steps.
- Notify his or her immediate supervisor that the condition poses imminent danger.
- Submit a written statement of the imminent danger to PERRP as soon as practical.

There is, however, no right under the PERRP Act for an employee to refuse to work, unless the danger is one that a reasonable person under the circumstances would conclude an imminent danger exists.

Enforcement
O   PERRP investigates job sites for unsafe and unhealthy conditions and practices at the request of a public employee, public employee representative or public employer.
O   It issues citations requiring public employers to correct safety and health violations.
O   A PERRP investigator may privately question a representative sample of employees and management about safety and health conditions in the workplace.

Citations
O   If the investigation verifies a violation, PERRP will issue a citation. The public employer must then prominently post this citation in a conspicuous place where they customarily post such notices to their employees.

Reporting Fatalities/Multiple Hospitalizations
O   A public employer must contact PERRP *within eight hours* of:
- Death of any employee from a work-related incident;
- Inpatient hospitalization of three or more employees from a single work-related incident.

Access to Records
O   Employees have the right to copies of their medical records, and records of their exposures to toxic and harmful substances or conditions.

Discrimination
O   Employers cannot discharge or otherwise discriminate against employees in any manner for filing a complaint or instituting any provision of the Act. Employees or their representatives may file discrimination complaints with the State Personnel Board of Review within 60 days of the discriminatory act.

Recordkeeping
O   Public employers are required to maintain a PERRP 300P Log of injuries and illnesses.
O   Public employers are required to submit a PERRP 300AP Summary of Work-Related Injuries and Illnesses to PERRP by Feb. 1 for the previous calendar year.
O   Public employers must keep separate records for each establishment. On Feb. 1 of each year, the employer must post the PERRP 300AP at each establishment through April 30.

For More Information Contact:

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