

WEEK SEVEN (7) ECONOMICS ONLINE INSTRUCTION

Monday June 8, 2020- Sunday June 14, 2020

TEXAS 2020 STATE & FEDERAL LAWS

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

EMPLOYEE POLYGRAPH PROTECTION ACT

WORKERS' COMPENSATION

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

OSHA JOB SAFETY AND HEALTH IT'S YOUR RIGHT

All workers have the right to:

- 1. A safe workplace.
- 2. Raise a safety or health concern with your employer or OSHA, or report or refuse related inquiry or action, without being retaliated against.
- 3. Receive information and training on job hazards, including hazardous substance your workplace.
- 4. 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.
- 5. Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- 6. File a complaint with OSHA within 30 days (by phone, rather than only mail) to have enforcement action for your safety rights.
- 7. See any OSHA citations issued to your employer.

Employers must:

- 1. Provide employees workplace free from recognized hazards.
- 2. Retain or refrain against an employee for raising any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting work-related injury or illness.
- 3. Comply with all applicable OSHA standards.
- 4. Report outside an work-related fatality within 8 hours, and all reported hospitalizations, amputations and lost workday cases within 48 hours.
- 5. Provide required postings to all workers in a language and vocabulary they can understand.
- 6. Prominently display this poster in the workplace.
- 7. Post OSHA citations or notices in the place of the alleged violation.

FREE ASSISTANCE Identify and correct hazards to eliminate, control and maintain. Assist employers, without citation or penalty, through OSHA-supported consultation programs in many ways.

Contact OSHA. We can help.

1-800-321-OSHA (6742) | TTY: 1-877-889-5627 | www.osha.gov

2020

UPDATED TEXAS

COMPLETE STATE & FEDERAL LAWS REQUIRED POSTINGS

OSHA COMPLIANT

PAY-DAY NOTICE/EMPLOYMENT COMPENSATION

TEXAS WORKFORCE COMMISSION | ATTENTION EMPLOYEES

WITHHOLDING STATUS

IRS

NOTICE TO NEW EMPLOYEES

OSHA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT HIGHLIGHT

CHILD LABOR LAWS

CHILD LABOR LAWS

WORKERS' COMPENSATION NOTICE 6

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

SAFETY VIOLATIONS NOTICE

WORKERS' COMPENSATION NOTICE 10

NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

SAFETY VIOLATIONS NOTICE

Directions: Read AND answer the five (5) questions on the answer sheet. Again, only record your answers on the answer sheet. Email me back only the answer sheet when assignment is completed. THANK YOU AGAIN.

Mr. Sapia

Name/Class:

Economics 11 ____

Date:

Mr. Sapia

RIGHTS AND RESPONSIBILITIES OF THE WORKPLACE

When a person begins a job, he or she should find out whether the company has a labor union. A labor union is an association of workers that seek to secure favorable wages, improve working conditions, and hours, and resolve grievances with employers. Although union membership has declined since 1983, it was estimated in 2002 that 16 million American workers belong to unions. This number has remained relatively constant from 1997-2002, with just over 13% of workers belonging to unions.

Our union can be established only by an election in which more than 50% of the company's workers vote for it. Unions, which have been protected by federal law since 1935, are governed today principally by the federal National Labor Relations Act. This law is administered by the National Labor Relations Board, a federal agency.

The primary purpose of the union is to bargain as a group with an employer. Those who favor labor unions claim that labor unions accomplish much more for workers, through collective bargaining, than individual employees are likely to achieve separately. Collective bargaining is the process of settling labor disputes through negotiations between the employer and representatives of the employees. Union supporters cite higher wages, greater fringe benefits, and better working conditions as a result of union activity. Those who criticize labor unions say they are costly, unnecessary, and disruptive. The critics believe that higher wages have resulted in higher prices and fewer jobs for workers. Some U.S. companies have begun to manufacture goods and other countries that have lower labor costs. In addition, foreign companies are sometimes able to produce items that can be sold at prices lower than those charge for similar items made in the United States.

A union contract is the employment contract negotiated between the owners of the company and the union representatives. The wages and benefits that union members receive are based on agreements ran into the union contract. Although employees cannot be required to join a union, and a majority of the states a union contract can require everyone who works for a company to pay union dues and fees. This is based on the argument that the union is the sole bargaining agent for the workers, and all must pay equally for work done on their behalf. However, this is not the case in many right-to-work states, where it is even legal under state law to require workers to join unions or pay union dues as a condition of employment.

A branch of law known as labor relations determine how employees, unions, and employers may operate. Employees have the right to join and/or support a union, as well as the right not to engage in union activities. Unions have the right to take certain actions, such as organizing

strikes (work stoppages) and picketing (public demonstrations) to publicize a dispute. They also can conduct group protests of hazardous and dangerous working conditions.

Neither employers nor unions are allowed to engage in acts that are classified as unfair labor practices. Example of unfair practices by employers include firing a worker for trying to organize a union, questioning union members about their activities, and spying on union meetings. Refusing to bargain with a recognized labor union or to reinstate workers who take part in a legal strike or other examples of unfair labor practices.

Unions commit unfair labor practices when they threaten workers to get them to join the union or to take part in a strike. A massed picketing action that makes it impossible for non-striking worker to enter the workplace is also an unfair practice. In addition, the use of violence during a strike is prohibited.

The National Labor Relations Board (NLRB) considers charges of unfair labor practices filed by either labor unions or employers. After investigating a claim, but NLRB decides whether the case should be prosecuted or dismissed. The case is prosecuted will receive a formal hearing before an administrative law judge.

Federal employees and some state and local government employees have the rights belong to unions, but they generally are not allowed to strike. The rights of federal employees are governed by the Federal Labor Relations act. The rights of state and local public employees are established by state laws. State labor laws may also include special rules regarding the right of private sector employees, unions, strikes, and other labor issues.

Even if there is no union in the workplace, employees who engage in "protected concerted activity" are protected under the National Labor Relations Act and can file charges of unfair labor practices with but NLRB. Examples of protected behavior include circulating petitions for higher wages or better benefits, calling for improved safety and a company meeting, or joining with other employees to protest improper payments to managerial employees.

A government studies estimated that there were more than 14,000 work-related deaths and 2.2 million injuries on the job in 1970. Many people became alarmed at the number of deaths and illnesses caused by the effects of lead and mercury poisoning, abestos-containing materials, cotton dust, pesticides, new toxic substances, and new technologies. As a result, Congress passed the Occupational Safety and Health Act. This law requires that employers provide safe and healthy working conditions for all workers. Self-employed people and farm families are not covered. The law also does not cover state and local government employees, who usually receive protection under other laws. Many states have additional laws and standards to further protect the health and safety of workers.

The 1970 act established a federal agency, the Occupational Safety and Health Administration (OSHA), to issue safety regulations and standards that industries must follow. The act requires

employees to keep records of all job-related illnesses and injuries among their workers. Workers may file complaints against their employers without making the worker's names known to employers. An employer who discovers the name of a complainant cannot take any discipline every action against an employee. If agency inspections show that health or safety hazards exist, OSHA, can issue citations requiring employers to take corrective action.

In 1986, a building under construction in Bridgeport, Connecticut, collapsed and killed 28 construction workers. A federal investigation showed that unsafe working conditions and practices caused the disaster. The construction site had been inspected once by OSHA six months before the accident because there had been a complaint. After the accident, OSHA issued fines totaling \$5.1 million against construction companies.

The case of the collapsed building illustrates a number of problems with the government's attempt to reduce health and safety problems in the workplace. Some people say that OSHA does not administer the regulations properly. Other state at some people in business do not follow the standards. Many think that OSHA has too few inspectors and that it would take millions of additional dollars to do the job right.

To enforce the regulations, OSHA conducts on-site inspections, order changes, and sometimes fines employers. As stated earlier, OSHA also issue safety and health standards that industries must follow.

Standards have been issued for the use of such items as hand tools, power presses, electrical wiring, ladders, hazardous gases, and chemicals. OSHA does not assist workers in filing lawsuits and collecting money damages from employers. Generally, individuals can only receive compensation from their employers for injuries under the workers compensation system. However, an injured worker may be able to sue a negligent coworker for tort damages. Also, workers are sometimes fired for making safety and health related complaints to OSHA, to similar state or local agencies, or to their employer. Under the law, such employees are entitled to reinstatement (to get the job back) and to receive back pay with interest if they file a timely written complaint about the retaliation.

Some people criticize OSHA for over regulating businesses and industries in requiring companies to spend large sums of money to comply with unnecessary standards. OSHA has also been criticized for expanding too much effort are concerned about accident while neglecting the health issues that led to many work-related illnesses and deaths. Examples of such illnesses include lung cancer resulting from asbestos exposure, black lung disease among coal miners, and brown lung disease in textile workers exposed to cotton dust.

In 2001, 5900 workers suffered job-related deaths. The most common cause of death on the job was from vehicular accidents, followed by falls from a ladder or other tool used to work on tall objects.

In recent years, increasing numbers of workers have complained about health and safety conditions. These complaints include concerns about toxic substances within the workplace and about hearing damage caused by noisy equipment. The prolonged use of computer keyboards and monitors has also resulted in various health hazards, including eyestrain, neck and back pain, and wrist injuries.

In response to workers concerns, the federal government and many state governments have enacted community "right to know" laws. These laws require employers using certain hazardous materials to inform their employees about the accident and health hazards of chemicals in the workplace. They must also train employees to properly handle such materials in order to minimize problems. Information about the materials and emergency response plans must be made available to employees and local officials. In addition, many employers offer training programs to inform employees of possible health hazards from assembly line work or exposure to computer monitors.

A growing number of people also viewed cigarette smoke in the workplace is a serious health hazard. As a result, many states and cities have prohibited smoking inside office buildings and other public facilities. Others have restricted smoke to certain areas of the workplace.

Name/Class:

Economics

Date:

Mr. Sapia

WEEK SEVEN-- ONLINE INSTRUCTION ECONOMICS **STUDENT ANSWER SHEET**
RIGHTS AND RESPONSIBILITIES IN THE WORK PLACE

Directions: Please read each question carefully and record your answer in the space provided for you. Furthermore, please write neatly and in complete sentences. Email me back only the answer sheet. Thank you.

1. *Why might some workers want to have a union in an auto manufacturing plant?*

2. *What is a right-to-work state?*

3. *If city sanitation workers have had the same low salaries for five years and the city refuses to increase them, should the workers have the right to strike? GIVE TWO REASONS SUPPORTING YOUR CLAIM.*

4. *What is the purpose of OSHA and how does it work?*

5. *If workers have complained and reasonably believe that performing their duties exposes them to serious injury or possible death, can they refuse to work? (NO ONE-SENTENCE ANSWERS)
Give multiple details to support your position.*