

# **JOB SAFETY & HEALTH PROTECTION FOR PUBLIC EMPLOYEES**

**The State of Illinois Safety Inspection and Education Act (820 ILCS 220/0.01) and the Health and Safety Act (820 ILCS 225/0.1) provide job safety and health protection for public workers through the promotion of safe and healthful working conditions throughout the State. Requirements of the Act include the following:**

## **ENFORCEMENT**

The Illinois Department of Labor's (IDOL) Division of Safety Inspection and Education is responsible for administering and enforcing the Acts. Safety and health inspectors and hygienists conduct on-site inspections to ensure compliance with the Acts.

## **COMPLAINT**

Employees or their representatives have the right to file a complaint, in writing, with the nearest IDOL office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. The IDOL will withhold, on request, the name of the employee(s) complaining.

The Acts provide that employee(s) may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights.

Any employee who believes he/she has been discriminated against may file a complaint with the nearest IDOL office within 30 days of the alleged discrimination.

## **EMPLOYER**

Each public employer shall furnish to his employees a place of employment free from recognized hazards that are causing or are likely to cause death or serious physical harm and shall comply with occupational safety and health standards issued under the Acts.

## **EMPLOYEE**

Each employee shall comply with all occupational safety and health standards, rules and regulations issued under the Acts that apply to their own actions and conduct on the job.

## **INSPECTION**

The Acts require that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the inspector for the purpose of aiding in the inspection. Where there is no authorized employee representative, the inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

## **CITATION**

If the inspector believes the employer has violated a requirement of the Acts, a standard, rule, regulation or an order promulgated pursuant to the Acts, a citation shall be issued to the employer. Each citation will specify a time period within which the violation must be corrected.

The citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of danger that may exist there.

## **REPORTING**

After the occurrence of an employment incident which is fatal to one or more employees or which results in hospitalization of three or more employees, the employer shall report the incident to the department as soon as physically possible. The notification shall be made within eight (8) hours after the incident or death. The employer shall notify the department orally or in writing by telephone or telefax. The notification shall relate the circumstances of the incident, the number of fatalities, the number of employees hospitalized, and the extent of the injuries.

## **VOLUNTARY ACTIVITY**

The IDOL encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in the workplace.

The IDOL upon request from the employer will provide consultative services to assist the employer in meeting job-site compliance with safety and health standards.

## **TRAINING**

The Illinois Department of Labor will co-sponsor safety and health seminars at the request of the employer or any employee representative group. The topic, scope and length of the seminars can be tailored to meet the specific needs of the nature of work involved. The Division's Safety and Health trainers regularly attend various training courses to keep abreast of the latest safety and health standards and procedures.

## **TOXIC SUBSTANCE DISCLOSURE ACT**

Gathers information relative to toxic substances in the workplace, provides for availability of information to employees and undertakes educational programs to promote awareness of substance hazards.

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***Additional Information may be obtained from  
the nearest IDOL office listed below:***

**State of Illinois Building  
160 N. LaSalle, Ste. C-1300  
Chicago, IL 60601  
Tel:(312) 793-7308  
Fax:(312) 793-2081**

**2309 West Main Street  
Marion, IL 62959  
Tel:(618) 993-7090  
Fax:(618) 993-7258**

**One West Old State Capitol Plaza  
Room 300  
Springfield, IL 62701  
Tel:(217) 782-9386  
Fax:(217) 782-0596**