

WORKER SAFETY STANDARDS

Economic conditions threaten to cause workers to be deprived of basic labor and civil rights and subject to ill treatment by employers.

The exploitation of working people by restrictive and discriminatory employer practices lowers wages, working conditions, living standards and quality of life for many people. Some workers are denied the ability to defend themselves both individually and in groups. The denial of these rights undermines democracy and fair treatment for all workers. Such treatment represents a rejection of the principles for which our country stands.

Therefore, the undersigned commits the corporation to the following propositions:

- All workers have the right to work in a safe and healthy working environment.
- All workers have the right to be treated with dignity and respect.
- All workers have a fundamental right to work in peace and security.
- All workers have the right to be provided safety training on workplace hazards. Safety training should be provided during regular work hours and pay should not be docked for attending this training. Training should be provided in the primary language of the workers.
- All workers have the right to be informed of job safety rights, job hazards and available resources for the protection of these rights. Employers inform workers of these rights by providing outreach, training and education programs. Employers disseminate information about their obligations to workers as well as resources available to workers.
- All workers have the right to work in an environment where the employer has established an effective injury prevention program. Employers establish a comprehensive, written hazard communication program, including the proper labeling of chemical containers, making detailed hazard information available to employees, training employees about the health effects of chemicals with which they are working, and informing employees how to protect themselves from these hazards.
- All workers have the right to safety materials, publications and information on workplace safety written in their primary language.
- All workers have the right to request safety information from their employer.
- All workers have the right to be provided the necessary personal protective equipment required by OSHA.

- All workers have the right to workers' compensation when injured on the job regardless of their citizenship status.
- All workers have the right not to be retaliated against for filing worker compensation claims.
- All workers have the right to be supervised by personnel who can effectively communicate with them in their primary language.
- All workers have the right to pursue claims against their employers for failure to comply with safety and health regulations.
- All workers have the right to hold their employers responsible for a subcontractors' failure to comply with safety and health regulations.
- All workers have the right to information from their employer about OSHA standards, worker injuries and illnesses, job hazards and workers' rights.
- All workers have the right to request action from their employer to correct workplace hazards or violations.
- All workers have the right to file a complaint with OSHA if the worker believes there are violations of OSHA standards or serious workplace hazards without retaliation by their employer. All workers have the right to whistleblower protection for reporting such violations.
- All workers have the right to be involved in OSHA's inspection of their workplace, including finding out the results of the inspection.
- All workers have the right to be involved in proceedings to discuss any objections of their employer to OSHA's citation of the employer for violations of regulations or standards.
- All workers have the right to contact the National Institute for Occupational Safety and Health (NIOSH) to request a health hazard evaluation if they are concerned about toxic effects of a substance in the workplace without retaliation or reprisal from the employer.

Michael Renna, CEO for Michael Angelo's Gourmet Foods, Inc.

Printed Name

Date: _____