

HAZARDOUS COMMUNICATION PLAN

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SOUTH TEXAS COLLEGE | 3201 W. PECAN BLVD. MCALLEN TX. 78501



SOUTH TEXAS
COLLEGE

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II. SOUTH TEXAS COLLEGE (STC) COMMITMENT

South Texas College is firmly committed to providing a safe and healthy work environment for all students, faculty, staff and visitors. The college meets this obligation by complying with policy CG Safety Program. STC recognized that certain processes and other essential procedures frequently require the use of chemicals, some of which have potentially hazardous properties. Since an informed employee is more likely to be a careful employee, it is important that workers are aware of the identity and potentially hazardous properties of chemicals used in their work areas. Therefore, as per policy 4405, a written Hazard Communication Program has been established.

III. SOUTH TEXAS COLLEGE PLEDGE

- A chemical list will be updated and maintained annually by the Environmental, Health Safety (EHS) department, when applicable.
- Each department will maintain existing labels on containers received at any STC location.
- Ensure Safety Data Sheets (SDS)/Material Safety Data Sheets (MSDS) accompany all hazardous chemicals delivered.
- EHS department will collaborate with other departments to educate and train employees and students on the hazards associated with handling, storing, use and disposal of workplace chemicals.
- Each department will provide proper personal protective equipment required to complete assigned tasks.
- Upon request, provide all contractors, outside vendors and special groups with information, including access to applicable MSDS forms (excepting trade secrets), regarding hazardous chemicals in their areas of operation.

IV. EMPLOYEE RESPONSIBILITIES

The success of our Hazard Communication Program depends to a great extent upon the cooperation of every employee. Employees should be alert to the potential hazards of all the chemicals and other materials in the work area, consult the material safety data sheet for the specifics concerning the hazardous chemicals, and follow the appropriate work practices that have been established to protect their health and safety. Active employee participation in our Hazard Communication Program will result in the continued reduction of the incidence of chemical-related illnesses and injuries at the College. To ensure understanding and safety, each employee will:

- Follow all warnings on product labels.

- NEVER remove, deface, or cover up warning labels on chemical products.
- Ask their Supervisor or Instructor where the Material Safety Data Sheets are kept in the instructional or work area.
- Refer to the Material Safety Data Sheet to learn the proper handling and storing of a chemical. Always avoid contact with a chemical until you know how to use it properly and have personal protective equipment (PPE) available. Advise supervisor regarding "safer" chemicals which could be used to perform the same task.
- Wear personal protective equipment appropriate for each assigned task.
- Avoid unnecessary exposure to hazardous chemicals. In order for a chemical to have a toxic effect on you, it has come in contact with your body. The three most common ways exposure occurs are: inhaling it, absorbing it through the skin or eyes, and ingesting it.
- Always wash your hands after using chemical products and before eating, drinking or smoking.

V. ENVIRONMENTAL, HEALTH AND SAFETY (EHS) RESPONSIBILITIES

The EHS Department will:

- Maintain current workplace chemical lists for all work areas.
- Obtain and maintain all applicable SDS/MSDS in the chemical list.
- Make available to contractors and vendors the appropriate SDS/MSDS information in the chemical list.
- Periodically audit employees' awareness of hazardous chemicals.
- Coordinate emergency service responses to chemical accidents.
- Keep records of annual hazard communication plan training.

VI. GENERAL INFORMATION

The Texas Hazard Communication Act (THCA), codified as Chapter 502 of the Texas Health and Safety Code (HSC), requires all public employers in Texas to provide their employees with information regarding hazardous chemicals to which employees may be exposed in their workplace. In order to comply with Section 502.009(b) of the THCA and Section 295.7(a) of the THCA Rules (Title 25 of the Texas Administrative Code (TAC), Section 295.1 – 295.13), the following written Hazard Communication Plan has been established for STC.

A master copy of the written hazard communication plan will be maintained by the EHS department within the Facilities Operations and Maintenance (FOM) department. An updated written plan will be available for all employees and their representatives upon request or on our EHS website.

To facilitate administration of and compliance with this plan, the EHS department will have overall responsibility for administering and maintaining this plan and ensuring that it meets all requirements of the THCA. The directors and departmental chairs are responsible for areas where hazardous chemicals are located, for notifying the EHS department to properly administer Hazardous Communication training to all their employees, and for acquiring acknowledgement forms once training is completed.

VII. EXEMPTIONS

Per Section 502.004(f), the following chemicals are exempt from the requirements of the THCA and are outside the scope of this written program:

- Hazardous waste that is subject to regulation by the Texas Commission on Environmental Quality (TCEQ) and/or the U.S. Environmental Protection Agency (EPA).
- A chemical in a laboratory under the direct supervision or guidance of a **technically qualified individual** if:
 - Labels on incoming containers of chemicals are not removed or defaced.
 - This employer complies with Sections 502.006 and 502.009 of the THCA with respect to laboratory employees.
 - The laboratory is not used primarily to produce hazardous chemicals in bulk for commercial purposes
- Tobacco or tobacco products
- Wood or wood products
- Articles formed to a specific shape or design during manufacture and that do not release or otherwise result in exposure to a hazardous chemical under normal conditions of use
- Food, drugs, cosmetics or alcoholic beverages
- Consumer products or hazardous substances used in the workplace in the same manner as normal consumer use and if the use results in a duration and frequency of exposure that is not greater than exposures experienced by a consumer
- Radioactive waste.

VIII. DEFINITIONS

- **“Appropriate Hazard Warning”** – Any words, pictures, symbols, or combination thereof appearing on a label or other appropriate form of warning which convey the health and physical hazards, including the target organ effects of the chemical(s) in the container(s).
- **“Categories of Hazardous Chemicals”** – A grouping of hazardous chemicals with similar properties.
- **“Container”** – Any bag, barrel, bottle, box, can, cylinder, drum, reaction vessel, storage tank, or the like that contains a hazardous chemical or contains multiple smaller containers of an identical hazardous chemical. The term “container” does not mean pipes or piping systems, nor does it mean engines, fuel tanks, or other operating systems in a vehicle. A **primary container** is one in which the hazardous chemical is received from the supplier. A **secondary container** is one to which the hazardous chemical is transferred after receipt from the supplier.
- **“Employee”** – A person who may be or may have been exposed to hazardous chemicals in the person’s workplace under normal operating conditions or foreseeable emergencies. Workers such as office workers or accountants who encounter hazardous chemicals only in non-routine, isolated instances are not employees for the purposes of this Act.
- **“Expose”** – Subjecting an employee to a hazardous chemical in the course of employment through any route of entry, including inhalation, ingestion, skin contact, or absorption. The term includes potential, possible, or accidental exposure under normal conditions of use or in a reasonably foreseeable emergency.
- **“Hazardous Chemical” or “Chemical”** – An element, compound, or mixture of elements or compounds that is a physical hazard or a health hazard.
- **“Health Hazard”** – A chemical for which acute or chronic health effects may occur in exposed employees and which is a toxic agent, irritant, corrosive, or sensitizer.
- **“Label”** – Any written, printed, or graphic material displayed on or affixed to containers of hazardous chemicals, and which includes the same name as on the Safety Data Sheet (SDS) or Material Safety Data Sheet (MSDS).
- **“Material Safety Data Sheet” (“MSDS”)** – A document containing chemical hazard and safe handling information for the hazardous chemical as determined by the

chemical's manufacturer.

- **“Biohazardous Waste”** – Defined by the EPA as hazardous waste. Any waste containing infectious materials, infectious substances such as blood or pathogenic materials. Of special concerns are sharps such as medical syringe needles, glass slides, blades, or any other wastes that may cause injury if not handled properly.
- **“Physical Hazard”** – A chemical which is a combustible liquid, a compressed gas, explosive, flammable, an organic peroxide, an oxidizer, pyrophoric, unstable (reactive), or water-reactive.
- **“Personal Protective Equipment”** – Protective equipment provided to an employee by the employer which provides a level of protection to chemicals to which an employee may be exposed that will be adequate to ensure their health and safety based on current industry standards.
- **“Safety Data Sheet” (“SDS”)** – The Hazard Communication Standard (HCS) (29 CFR 1910.1200(g)), aligned with the GHS in 2012, requires that the chemical manufacturer, distributor, or importer provide Safety Data Sheets (SDSs) for each hazardous chemical to downstream users to communicate information on these hazards. Safety Data Sheets were formerly called Material Safety Data Sheets, or MSDSs. The information contained in the SDS is largely the same as the MSDS, except now the SDSs are required to be presented in a consistent, user-friendly, 16 section formats.
- **“Stationary Process Container”** – A tank, vat, or other such container which holds different hazardous chemicals at different times.
- **“Technically Qualified Individual”** – An individual with a professional education and background working in the research or medical fields, such as a physician or registered nurse, or an individual holding a minimum of a bachelor's degree in a physical or natural science.
- **“Work Area”** – A room, defined space, utility structure, or emergency response site in a workplace where hazardous chemicals are present, produced, or used, and where employees are present.
- **“Workplace”** – A contiguous facility that is staffed 20 hours or more per week, unless such a facility is subdivided by the employer. Normally this subdivision would be a building, cluster of buildings or other structures, or a complex of buildings, but could be for a portion of a building if the employer chooses. Noncontiguous properties are always separate workplaces unless they are temporary workplaces, in which case they can be either work areas or a headquarters' workplace or separate workplaces, which is

at the discretion of the employer.

IX. WORKPLACE CHEMICAL LIST (HSC §502.005 and 25 TAC §295.4)

STC will develop and maintain a list of hazardous chemicals normally present in the workplace in excess of 55 gallons or 500 pounds. This Workplace Chemical List will be developed for each workplace where such quantities of hazardous chemicals are used or stored and will be available for review by employees and their designated representatives. The EHS department will be responsible for reviewing and updating the Workplace Chemical List(s) for STC annually. The Workplace Chemical List will be maintained for at least 30 years.

X. SAFETY DATA SHEETS and/or MATERIAL SAFETY DATA SHEETS (HSC §502.006 and TAC §295.5)

- Each department will maintain a current and appropriate Safety Data Sheet (SDS) or Material Safety Data Sheet (MSDS), which contains the information required by the Federal Hazard Communication Standard for each hazardous chemical purchased.
- It is the responsibility of the Director/Department Chair to ensure that:
 - Incoming SDSs/MSDSs are reviewed for new and significant health/safety information and that any new information is disseminated to STC employees.
 - Hazardous chemicals received without an SDS or MSDS are withheld from use until a current SDS or MSDS is obtained.
 - Missing SDSs or MSDS are requested from an appropriate source (e.g. chemical manufacturer, distributor, or electronic database) within 30 days from receipt of the hazardous chemical.
 - Affected employees are provided a description of any alternative system (Safety Stratus Chemical Software) used in lieu of hard copy SDSs/MSDSs.
- No hazardous chemical will be used in the workplace unless an SDS/MSDS has been obtained and is on file in the work area. The Shipping and Receiving department have been instructed not to receive any hazardous chemical for which a material safety data sheet is not already on file.
- In a work area where it may be more appropriate to address the hazards of a process rather than individual hazardous chemicals, material safety data sheets may be kept in the form of operating procedures and may be designed to cover groups of hazardous chemicals. However, in 'such cases,' all required information will be provided for each hazardous chemical, in form that is readily accessible during each work shift to employees when they are in their work area(s).
- Material safety data sheets will also be made readily available, upon request, to employees' designated representatives.

XI. CHEMICAL CONTAINER LABELS (HSC §502.007 and TAC §295.6)

All containers of hazardous chemicals used or stored by STC will be appropriately labeled. The EHS department will verify that:

- Any container that contains a liquid, solid or gas shall have a label.
 - If a container does not have a label and has something stored in it, one shall be placed and identified. No employees shall be working with unidentified containers.
 - Proper labels are required whenever a solution is made or if a chemical is poured from a large container to a small container. The correct labeling is essential to avoid any injuries. Chemical labels at a minimum should include:
 - The identity of the chemical as it appears on the SDS/MSDS
 - The appropriate hazard warnings
 - Fire Hazard (Red)
 - Health Hazard (Blue)
 - Reactive (Yellow)
 - General Information (White)
 - The name and address of the manufacturer
 - A description for alternative labeling systems, if used, is provided to employees. Examples of alternative labeling systems are the National Fire Protection Association (NFPA) 704m Standard and the Hazardous Materials Information Systems (HMIS) standard.
 - STC will rely on the chemical manufacturers or distributors to provide labels which meet the above requirements for a primary container of all hazardous chemicals purchased, and will re-label containers only when the label is illegible or otherwise does not meet the above requirement.
 - All labels shall be legible, in English, and prominently displayed on the container.
 - The hazardous chemical is regulated by OSHA in a substance-specific health standard; the label used will be in accordance with the requirements of the standard.
- **Waste Containers**
 - Any container that contains a liquid, solid or gas waste shall be labeled. If a container does not have a label and waste is stored within, one shall be placed and identified.

- All containers that contain a hazardous, universal and non-hazardous waste shall be labeled accordingly.
- If a container contains hazardous or universal waste, a “Hazardous Waste” or Universal Waste” label shall be placed on the container with accumulation start date.
- All labels will be legible, in English, and prominently displayed on the container.

XII. TRAINING PROGRAM (HSC §502.009 and 25 TAC §295.7)

In conjunction with the hazard communication requirements, STC will provide an education and training program to all employees who routinely use or handle hazardous chemicals. Supervisors must ensure all employees who work with hazardous chemicals or in a work area containing hazardous chemicals receive the following training:

- Read and acknowledge understanding of the Hazard Communication Plan, including the "NOTICE TO EMPLOYEES" regarding their rights as stipulated in the Texas Hazard Communication Act.
- Interpret and use SDS/MSDS information.
- Know the physical and health effects of exposure, safe handling procedures, proper use of Personal Protective Equipment and appropriate first aid treatments for chemicals used or stored in their work areas. (Departments should review SDS/MSDS by chemical category used or present in their work area with each employee.)
- Read and understand chemical container labels and standard hazard warning conventions.
- Know the location of hazardous chemicals in the employee's work area and safety instructions for handling, cleanup and disposal of same.
- Required Training records are maintained and include:
 1. The Date of the training session
 2. A legible list of all employees attending the training session
 3. The subjects covered
- The name of the instructors (Attachment, Employee Training Sheet)
- All covered employees are identified and incorporated into the training program.
- Employees are provided information concerning the hazardous chemicals to which they may be exposed during the performance of non-routine tasks.

- New employees are trained prior to their being required to use or handle a hazardous chemical.
- The need and frequency for periodic/refresher training is assessed.
 1. Employees subject to these training requirements will sign an attendance roster for each training session attended, verifying that they received and understood the information.

XIII. REPORTING EMPLOYEE DEATHS AND INJURIES (HSC §502.012 and 25 TAC §295.9)

South Texas College Environmental, Health, & Safety Department will notify the Texas Department of State Health Services, Division for Regulatory Services, Policy, Standards & Quality Assurance Unit, Environmental Hazards Group, of any employee accident that involves a hazardous chemical exposure or asphyxiation, and that is fatal to one or more employees or results in the hospitalization of five or more employees.

Reporting all such accidents to the Texas Department of State Health Services, Division for Regulatory Services, Policy, Standard & Quality Assurance Unit, Environmental Hazards Group, within 48 hours after their occurrence. Notifications will be made either orally or in writing to:

Texas Department of State Health Services
Division for Regulatory Services Policy,
Standards & Quality Assurance Unit
Environmental Hazards Group
PO Box 149347, MC 1987
Austin, TX 78714-9347

Phone: (512) 834-6787

Fax: (512) 834-6726

All accidents involving a hazardous chemical, shall be reported to the Environmental, Health and Safety Department and submit an Incident Report Form to safety@southtexascollege.edu.

XIV. EMPLOYEE NOTICE (HSC §502.0017 and 25 TAC §295.12)

South Texas College will post and maintain the most current version of the THCA *Notice to Employees*, at locations where hazardous chemicals are used or stored, informing employees of their rights.

- The *Notice to Employees* shall be clearly posted and unobstructed at all locations in the workplace where notices are normally posted, and with at least one location in each workplace.
- In workplaces where employees that have difficulty reading or understanding English may be present, a copy of the *Notice to Employees*, printed in Spanish, will be posted together with the English version. (See attachment E, *Notice to Employees*, Spanish version (*Aviso Al Empleado*))
- Additional copies of the *Notice to Employees*, in both English and Spanish, are available on the Hazard Communication Worker Right-To-Know website at <http://www.dshs.state.tx.us/hazcom/>.

XV. PERSONAL PROTECTIVE EQUIPMENT (HSC §502.017 and 25 TAC §295.12)

South Texas College will provide appropriate personal protective equipment (PPE) to all employees who use or handle hazardous chemicals. The Director/Department Chair will assume overall responsibility for the PPE program and will ensure that appropriate equipment and training are provided, this includes:

- Proper selection of PPE based on:
 - Routes of entry
 - Permeability of PPE material
 - Duties being performed by the employee
 - Hazardous chemicals present
- Proper fit and functionality of PPE as described by the manufacturer's specifications.
- Appropriate maintenance and storage of PPE

XVI. MAINTAINING EMPLOYEE RIGHTS (HSC §502.017 and 25 TAC §295.12)

South Texas College shall not discipline, harass, or discriminate against any employee for filing complaints, assisting inspectors of the Texas Department of State Health Services, participating in proceedings related to the Texas Hazard Communication Act, or exercising any rights under the Act.

Employees cannot waive their rights under the Texas Hazard Communication Act. A request or requirement for such a waiver by STC is a violation of the Act.

XVII. ATTACHMENTS

Workplace Chemical List

Employee Training Roster

Employee Training Sheet

Notice to Employees (English version)

Notice to Employees (Spanish version)

Employee Training Roster (continued)

Per Sections 502.009© and (g) of the Texas Hazard Communication Act (THCA), the following subject(s) were covered in this training:

- Reading and interpreting a chemical container label
- Reading and interpreting alternative labeling systems
- Reading and interpreting Safety Data Sheets (SDSs) and/or Material Safety Data Sheets (MSDSs)
- Location of Hazardous chemicals in the workplace
- Physical and health effects of exposure
- Proper use of personal protective equipment
- First aid treatment for exposure
- Safety instruction on handling, cleanup and disposal procedures

Per Section 502.009(g) of the THCA, training was conducted based on:

- Categories of hazardous chemicals
- Individual hazardous chemicals

This hazard communication training was provided as:

- Initial training per Section 502.009(a) and (f) of the THCA
- Periodic/refresher training per Section VII(B)(6) of this Whitten Hazard Communication Program

EMPLOYEE TRAINING SHEET
Texas Hazard Communication Act, Section 502.009(g)

Department/Work Area: _____
Instructor: _____ Date: _____

Per Sections 502.009© and (g) of the Texas Hazard Communication Act (THCA), the following subject(s) were covered in this training:

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- Reading and interpreting Safety Data Sheets (SDSs) and/or Material Safety Data Sheets (MSDSs)
- Location of Hazardous chemicals in the workplace
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- Proper use of personal protective equipment
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Per Section 502.009(g) of the THCA, training was conducted based on:

- Categories of hazardous chemicals
- Individual hazardous chemicals

This hazard communication training was provided as:

- Initial training per Section 502.009(a) and (f) of the THCA
- Periodic/refresher training per Section VII(B)(6) of this Whitten Hazard Communication Program

Instructor: _____ Date: _____
(Printed)

Instructor: _____ Date: _____
(Signature)

Instructor: _____ Date: _____
(Signature)

NOTICE TO EMPLOYEES

The Texas Hazard Communication Act, codified as Chapter 502 of the Texas Health and Safety Code, requires public employers to provide employees with specific information on the hazards of chemicals to which employees may be exposed in the workplace. As required by law, your employer must provide you with certain information and training. A brief summary of the law follows.

HAZARDOUS CHEMICALS

Hazardous chemicals are any products or materials that present any physical or health hazards when used, unless they are exempted under the law. Some examples of more commonly used hazardous chemicals are fuels, cleaning products, solvents, many types of oils, compressed gases, many types of paints, pesticides, herbicides, refrigerants, laboratory chemicals, cement, welding rods, etc.

WORKPLACE CHEMICAL LIST

Employers must develop a list of hazardous chemicals used or stored in the workplace in excess of 55 gallons or 500 pounds. This list shall be updated by the employer as necessary, but at least annually, and be made readily available for employees and their representatives on request.

EMPLOYEE EDUCATION PROGRAM

Employers shall provide training to newly assigned employees before the employees work in a work area containing a hazardous chemical. Covered employees shall receive training from the employer on the hazards of the chemicals and on the measures they can take to protect themselves from those hazards. This training shall be repeated as needed, but at least whenever new hazards are introduced into the workplace or new information is received on the chemicals which are already present.

SAFETY DATA SHEETS

Employees who may be exposed to hazardous chemicals shall be informed of the exposure by the employer and shall have ready access to the most current Safety Data Sheets (SDSs) or Material Safety Data Sheets (MSDSs) if an SDS is not available yet, which detail physical and health hazards and other pertinent information on those chemicals.

LABELS

Employees shall not be required to work with hazardous chemicals from unlabeled containers except portable containers for immediate use, the contents of which are known to the user.

EMPLOYEE RIGHTS

Employees have rights to:

- access copies of SDSs (or an MSDS if an SDS is not available yet)
- information on their chemical exposures
- receive training on chemical hazards
- receive appropriate protective equipment
- file complaints, assist inspectors, or testify against their employer

Employees may not be discharged or discriminated against in any manner for the exercise of any rights provided by this Act. A waiver of employee rights is void; an employer's request for such a waiver is a violation of the Act. Employees may file complaints with the Texas Department of State Health Services at the telephone numbers provided below.

EMPLOYERS MAY BE SUBJECT TO ADMINISTRATIVE PENALTIES AND CIVIL OR CRIMINAL FINES RANGING FROM \$50 TO \$100,000 FOR EACH VIOLATION OF THIS ACT

Further information may be obtained from:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
PO Box 149347, MC 2835
Austin, TX 78714-9347



(512) 834-6787
(800) 293-0753 (toll-free)
Fax: (512) 834-6614
E-mail: TXHazComHelp@dshs.texas.gov
Website: www.dshs.texas.gov/hazcom

Texas Department of State
Health Services

Worker Right-To-Know Program
Publication # 23-14173
Revised May 2022

AVISO AL EMPLEADO

La Ley de Comunicación sobre Peligros de Texas, codificada como el capítulo 502 del Código de Salud y Seguridad de Texas, exige que los empleadores públicos le provean a los empleados información específica sobre los peligros de los químicos a los que los empleados podrían estar expuestos en el centro de trabajo. Según exige la ley, su empleador debe proveerle cierta información y capacitación. A continuación presentamos un breve resumen de la ley.

QUÍMICOS PELIGROSOS

Los químicos peligrosos son cualquier producto o material que represente algún peligro físico o de salud al ser usado, a menos que este quede exento bajo la ley. Como ejemplos de químicos peligrosos más comúnmente usados están los combustibles, los productos de limpieza, los solventes, muchos tipos de aceite, los gases comprimidos, muchos tipos de pintura, los pesticidas, los herbicidas, los refrigerantes, los químicos de laboratorio, el cemento, las varillas de soldadura, etc.

LISTA DE QUÍMICOS EN EL CENTRO DE TRABAJO

Los empleadores deben desarrollar una lista de los químicos peligrosos usados o almacenados en el centro de trabajo que sobrepasen los 55 galones o las 500 libras. El empleador debe renovar la lista de ser necesario, y al menos anualmente, y debe ponerla a fácil disposición de los empleados y de sus representantes al esta ser solicitada.

PROGRAMA DE INSTRUCCIÓN DEL EMPLEADO

Los empleadores deben proveerle capacitación a los empleados recién asignados antes de que los empleados trabajen en un área de trabajo que contenga químicos peligrosos. Los empleados contemplados en la ley deben recibir capacitación del empleador sobre los peligros de los químicos y sobre las medidas que ellos mismos pueden tomar para protegerse de dichos peligros. La capacitación debe repetirse de ser necesario, y al menos cuando se introduzcan nuevos peligros en el centro de trabajo o se reciba nueva información sobre los químicos que ya están presentes.

HOJAS DE DATOS DE SEGURIDAD

El empleador debe informar de la exposición a los empleados que pudieran estar expuestos a químicos peligrosos y ellos deben tener acceso fácil a las hojas de datos de seguridad (SDS) o las hojas de datos de seguridad del material (MSDS) más recientes si es que todavía no hay una SDS disponible, las cuales detallen los peligros físicos y de salud y cualquier otra información pertinente sobre dichos químicos.

ETIQUETAS

No se requerirá que los empleados trabajen con químicos peligrosos provenientes de contenedores que no están etiquetados con excepción de los contenedores portátiles de uso inmediato, el contenido de los cuales el usuario conoce.

DERECHOS DEL EMPLEADO

Los empleados tienen derecho a:

- acceder a copias de las SDS (o una MSDS si es que todavía no hay una SDS disponible)
- la información sobre sus exposiciones químicas
- recibir capacitación sobre los peligros químicos
- recibir el equipo protector apropiado
- presentar quejas, asistir a los inspectores y testificar en contra de su empleador

No se despedirá a los empleados ni se les discriminará de ninguna manera por ellos ejercer cualquiera de los derechos que esta ley estipula. Las renunciaciones de derechos del empleado no tienen ninguna validez; el que el empleador solicite ese tipo de renuncia infringe esta ley. Los empleados pueden presentar sus quejas ante el Departamento Estatal de Servicios de Salud de Texas llamando al teléfono sin costo provisto abajo.

LOS EMPLEADORES PODRÍAN ESTAR SUJETOS A SANCIONES ADMINISTRATIVAS Y A MULTAS CIVILES O PENALES QUE VAN DESDE LOS \$50 HASTA LOS \$100,000 DÓLARES POR CADA INFRACCIÓN DE ESTA LEY

Puede obtener mayor información en:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
PO Box 149347, MC 2835
Austin, TX 78714-9347

(512) 834-6787
(800) 293-0753 (llamada gratuita)
Fax: (512) 834-6614
E-mail: TXHazComHelp@dshs.texas.gov
Website: www.dshs.texas.gov/hazcom



Texas Department of State
Health Services

Worker Right-To-Know Program
Publication # 23-14173A
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