



TOOLBOX TALK #39

Monday Morning Safety Reminders

Vol. 1 No. 39

Rights vs. Responsibilities

Safety is the responsibility of each member of our company. There is often a fine line between the company's obligations to you and your obligations to the company when it comes to safety, because without a commitment from everyone, we will fail in our goal of zero injuries. So, to be sure, let's review your rights and your responsibilities:

You have the right to a safe workplace. You have the responsibility to follow safety rules for every task you perform. You have the right to request information on safety and health hazards on a jobsite. You have the responsibility of asking about safety rules you are not sure about. You have the right to know about hazards associated with hazardous substances to which you are exposed. You have the responsibility of keeping your knowledge current with regard to those substances and seeking information about them.

You have the right to workers' compensation benefits if you are injured on the job. You have the responsibility to report all injuries and illnesses to your supervisor, regardless of whether you think you require medical treatment. You have the right to question any instruction you are given that puts you or someone else in a hazardous position. You have the responsibility to help your co-workers recognize unsafe actions or conditions they may cause, and report them to your supervisor if the activity or condition continues unabated.

You have the right of freedom from retaliation in reporting unsafe work conditions or acts. You have the responsibility to prevent unsafe work conditions and acts. When it comes to safety, we are all equal partners. Our company is committed to your safety. Each member of this team must be committed to safety as well. That shared commitment will achieve our goal of zero injuries.

Facilitator Notes: Virtually any "right" can be balanced with a "responsibility." Your company's commitment to safety naturally lends itself to the extension of presumed rights to your crew. However, in each case, a responsibility will follow that right. Reinforce the indistinguishable difference between rights and responsibilities in the area of safety, and help your crew focus on their own professionalism as the defining issue.

Additional Notes: _____

Crew Member Comments: _____

Presented By: _____ **Date/Time** _____

Attendees: _____

List additional attendees on back of sheet