



HEALTHIER WORKPLACES | A HEALTHIER WORLD

# Workers' Rights

Position Statement

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[aiha.org](https://www.aiha.org)

Developed by the AIHA® Social Concerns Committee

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AIHA believes there are basic protections workers must have to ensure a safe and healthy workplace. These protections include:

- The right to a safe and healthful workplace. Workers should go home from work as healthy as they arrived.
- The right to receive information about the hazards of their jobs and training about those hazards.
- The right to receive training about health and safety, including training on their rights and government regulations.
- The right to confidentiality of medical and other personal records.
- The right to refuse to perform unsafe work.
- The right to file a complaint anonymously with an independent agency without fear of discrimination as a result.
- The right to participate fully in governmental compliance inspections and to be informed of inspection findings by third parties (nongovernmental).
- The right to form and serve on effective health and safety committees. Employers also have the right to expect employees to comply with rules and requirements necessary to provide a safe and healthful workplace, including the use of prescribed work practices, protective equipment, and similar components of a health and safety program.
- The right to receive fair and timely compensation for injured and sick workers and paid time to recuperate, and the right to a safe return to work. Workers living paycheck to paycheck may feel compelled to go to work when sick unless they get paid time off. As an example, paid sick leave is particularly important now to ensure workplaces are safe from pandemics, such as COVID-19.

These basic protections are essential elements of a safe and healthful workplace. They need to apply to all workers, including temporary workers. These rights are particularly important for vulnerable workers such as immigrant workers who are at higher risk of injury and illnesses. Workers should not be classified as independent contractors to avoid providing these protections. AIHA supports workplace standards and guidelines, legislation, and regulatory approaches that embody these basic protections for all workers in the United States, and it opposes legislative and regulatory attempts that would undermine them. AIHA also supports the application of the principles underlying these protections to workers outside the United States, with respect for each country's individual policies and societal norms.

## ABOUT AIHA

AIHA is the association for scientists and professionals committed to preserving and ensuring occupational and environmental health and safety in the workplace and community. Founded in 1939, we support our members with our expertise, networks, comprehensive education programs, and other products and services that help them maintain the highest professional and competency standards. More than half of AIHA's nearly 8,500 members are Certified Industrial Hygienists, and many hold other professional designations. AIHA serves as a resource for those employed across the public and private sectors and the communities in which they work.



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