

working on or near exposed energized parts) and unqualified persons (those with little or no such training) (**§1910.331(a)**).

Live parts that an employee may be exposed to must be deenergized before the employee works on or near them, unless the employer can demonstrate that deenergizing introduces additional or increased hazards or it is infeasible due to equipment design or operational limitations (**§1910.333(a)(1)**).

Employers must develop and implement written lockout and/or tagout procedures that must be maintained and made available for inspection. (**§§1910.333(b)(2) and (b)(2)(i)**).

Overhead power lines must be deenergized and grounded by the owner or operator of the lines or other protective measures must be provided before work performed near them is started. Protective measures, such as guarding or insulating the lines, must be designed to prevent employees from contacting the lines (**§1910.333(c)(3)**).

Unqualified employees and mechanical equipment must be at least 10 feet (305 centimeters) away from overhead power lines. If the voltage to ground exceeds 50,000 volts (50kV), the minimum clearance distance should be increased by 4 inches (10 centimeters) for each additional 10,000 volts (10kV) (**§1910.333(c)(3)(i)(A)**).

OSHA requires portable ladders to have nonconductive side rails if used by employees who would be working where they might contact exposed energized circuit parts (**§1910.333(c)(7)**).

Splices

Conductors must be spliced or joined with splicing devices identified for such use or by brazing, welding, or soldering with a fusible alloy or metal. All splices, joints, and free ends of conductors must be covered with an insulation equivalent to that of the conductor or with an insulating device suitable for the purpose (**§1910.303(c)(3)(i)**).

Hazardous Workplace Complaints: Worker Rights

Workers have the right to a safe workplace. The *Occupational Safety and Health Act of 1970* (OSH Act) was passed to prevent workers from being killed or seriously harmed at work. The law requires employers to provide their employees with working conditions that are free of known dangers. Workers may file a complaint to have OSHA inspect their workplace if they believe that their employer is not following OSHA standards or that there are serious hazards. Further, the Act gives complainants the right to request that their names not be revealed to their employers. It is also against the law for an employer to fire, demote, transfer, or discriminate in any way against a worker for filing a complaint or using other OSHA rights.

If a workplace has unsafe or unhealthful working conditions, workers may want to file a complaint. Often the best and fastest way to get a hazard corrected is to notify a supervisor or employer.

Workers or their representatives may file a complaint online or by phone, mail, email or fax with the nearest OSHA office and request an inspection. A worker may also ask OSHA not to reveal his or her name. To file a complaint, call 1-800-321-OSHA [6742] or contact the nearest OSHA regional, area, state plan, or consultation office listed at www.osha.gov. The teletypewriter (TTY) number is (877) 889-5627.

Written, signed complaints submitted to OSHA area offices are more likely to result in an on-site OSHA inspection. Most online or unsigned complaints are resolved informally over the phone with the employer. Complaints from workers in states with an OSHA-approved state plan will be forwarded to the appropriate state plan for response.

Workers can call 1-800-321-OSHA [6742] to request a complaint form from their local OSHA office or visit <http://www.osha.gov/pls/osea7/eComplaintForm.html> to download the form. Completed forms should be faxed or mailed to the local OSHA office (provided at the end of this guide). Include your name, address and telephone number so that OSHA can contact you.



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