

# Forest Services Work Rights & Rules



**PACIFIC NORTHWEST AGRICULTURAL  
SAFETY AND HEALTH CENTER**  
*farming • fishing • forestry*



**OCCUPATIONAL SAFETY AND HEALTH  
CONTINUING EDUCATION**  
ENVIRONMENTAL & OCCUPATIONAL  
HEALTH SCIENCES



**WASHINGTON STATE UNIVERSITY  
EXTENSION**



# Work Rights & Rules

## Learning Objectives

- Define elements of a comprehensive health and safety program
- Identify resources for choosing a contractor
- Explain worker rights

# What Regulations Apply to pre-commercial thinning operations? It Depends!

## Federal OSHA:

- Logging Operations (29 CFR 1910.266) for commercial tree trimming and cutting
- Agriculture (29 CFR 1928)

## PNW Specific:

- Washington Chapter 296-307 WAC, Safety Standards for Agriculture: <https://www.lni.wa.gov/dA/c1eafe2b5a/DD2085.pdf>
- Oregon OSHA's Division 7 Forestry Activity Standard: <https://osha.oregon.gov/pages/topics/forest-activities.aspx>

Use best practices from federal and state regulations to establish a health and safety plan

# Comprehensive Health & Safety Program

- Management Commitment to Safety
- Employee Participation
- Hazard Identification
- Safety Controls and Policies
- Training and Equipment Preparation
- Personal Protective Equipment
- Program Evaluation and Improvement



# Selecting Contractors

- Determine goals for the site
- Plan ahead! Pre-harvest planning
- Check references and verify contractor's license with state (e.g. your state contract logging association or for WA go to <https://secure.lni.wa.gov/verify>)
- Select one or more contractors during wet season
- Ensure that contractor skills align with the job
- Don't expect one contractor to do it all!
- Ask for a written management plan
- Review their health and safety plan

# Resources and Program Templates

- OSHA Logging (Spanish)

<https://www.osha.gov/logging>

- Logging Safety Resource Guide

<https://loggingsafety.com/logging-safety-resource-guide/>

## State-Based

- WA Accident Prevention Program General Industry (Spanish)

[https://www.lni.wa.gov/safety-health/\\_docs/SampleAPP-GI-Min-Comp.rtf](https://www.lni.wa.gov/safety-health/_docs/SampleAPP-GI-Min-Comp.rtf)

Northwest Forest Worker Center Training Materials (Spanish)

<https://nwforestworkers.org/>

- OR OSHA (Spanish)

<https://osha.oregon.gov/pages/topics/forest-activities.aspx>

# Example of a Forestry Safety and Health Training Resource

oshce.uw.edu

## TEACHING GUIDE Health and Safety for Forestry Workers: "Be a Safety ACE"

VIRTUAL REALITY TRAINING



Source: Forest Safety ACE Training, UW Occupational Safety & Health Continuing Education

# Worker's Rights

## Right to a Safe and Healthful Workplace

### General Duty Clause

### The OSH Act of 1970

“Employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.”

# Worker's Rights

## Protection from Hazards

- Receive safety training to understand risks and hazards in a language you understand.
- Receive required safety equipment, such as high viz vests, and safety glasses.
- Refuse to work in a situation in which you would be in danger of serious injury.

# Worker's Rights

## Right to Information

- Review records of work-related injuries and illnesses
- Review results of tests and monitoring employers conduct to find workplace hazards
- “Right-to-know” about hazardous chemicals used in the workplace

# Worker's Rights

## Right to Report

- Right to raising safety and health concerns with your employer without fear of retaliation
- Report an injury or illness, and get copies of your medical records
- Request an OSHA inspection, and speak to the inspector
- Right to file a complaint anonymously

# Worker's Rights

## Whistleblower Protection

*Under the OSH Act, workers are protected from retaliation*

### Employer Retaliation is Against the Law:

- Firing, demotion, pay cuts, or wage theft for reporting concerns
- Threats, intimidation, or disciplinary action
- Punishment for refusing dangerous work or participating in investigations

# Worker's Rights

## Whistleblower Protection

### How to Protect Yourself

- Report issues to your employer
- Keep records if you experience retaliation
- File a complaint with WA L&I and/or OSHA within 30 days if your rights are violated
- Report to concerns or wage theft to:
  - WA Department of Labor & Industries:  
(800) 423-7233
  - WA OSHA office: (206) 757-6677

# Worker's Rights

## Protection from Discrimination and Harassment

### Title VII – Civil Rights Act of 1964

Protects workers from discrimination based on **race, color, religion, sex, or national origin.**

Under the Law, Employers are required to:

- Prevent discrimination, harassment, including sexual harassment
- Ensure fair hiring, pay, and promotions.
- Address complaints promptly
- Investigate and take action on workers' reports
- Protect employees from a hostile work environment

# Worker's Rights

## Protection from Discrimination and Harassment

### How to Protect Yourself:

- Tell your harasser to stop
- Speak out for others
- Report harassment and discrimination to employer
- Keep records of your experience
- Report complaints to:
  - WA Human Rights Commission: **(800) 233-3247**
  - Equal Employment Opportunity Commission  
**(206) 220-6884**
- Seek legal advice:
  - Northwest Justice Project: **(888) 201-1024**

# Knowledge Check



What are two things you should consider when selecting a contractor?

What are three worker's rights you learned about today?

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