

For more information contact the Kahnawake Occupational Safety and Health Office or Mohawk Self Insurance.

Contact:

Louis P. Stacey

Coordinator, Occupational Safety and Health
Community Protection Unit
P.O. Box 720
Kahnawake Mohawk Territory via J0L 1B0
Ph: (450) 632-0635
Fax: (450) 635-1834
Cell: (514) 592-4243
Email: louis.stacey@mck.ca

Chelsea Phillips

MSI Administrative Assistant
Social Development Unit
P.O. Box 720
Kahnawake Mohawk Territory via J0L 1B0
Ph: (450) 638-0500
Fax: (450) 632-0976
Email: chelsea.phillips@mck.ca



**Mohawk Council of Kahnawake
Community Protection Unit
Kahnawake Occupational Safety and Health**



“A co-operative effort to ensure worker safety”



**Mohawk Council of Kahnawake
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Kahnawake Occupational Safety and Health**



Know your Rights and Responsibilities

The Kahnawake Office of Occupational Safety and Health has been developed to ensure every man and woman is provided with a place of employment, which is free of recognized hazards.

The information enclosed will help you, and your employer to create a safe working environment.

EMPLOYEE RIGHTS AND RESPONSIBILITIES

The Kahnawake Office of Occupational Safety and Health has been created to allow you to work in a safe and healthful workplace.

But remember, it is up to you to make sure that safety works.

Every employee has a right to a safe and healthful workplace.

If you see something that is unsafe report it to your supervisor immediately.

Give your employer a chance to correct the problem. If you think the unsafe condition still exists, it is your right to file a complaint with the Kahnawake Office of Occupational Safety and Health.

You have the right to Mohawk Self Insurance Coverage.

M.S.I. covers most on-the-job injuries, from cuts and bruises to serious accidents.

It is your responsibility to report any on-the-job injury immediately. Your employer must file an Employee Injury Report within 5 working days after the accident.

Remember, filing a false claim is fraud and punishable by law.



Personal Protective Equipment (PPE):

Always wear your personal Protective Equipment (PPE) such as, hard hats, gloves, safety glasses, safety shoes/boots, ear protection or respirators. It is provided for your protection and it is your responsibility to wear it.

Always inspect your PPE before use.

Only use approved Personal Protective Equipment.



Tools and Equipment:

If you are unsure of how to safely use any tool, equipment or machinery, ask your supervisor for additional training.

Together, you and your employer can make your jobsite or workplace a safer place to be.

**Remember Safety is:
"NO ACCIDENT"**

EMPLOYEE RIGHTS AND RESPONSIBILITIES

The Kahnawake Office of Occupational Safety and Health will assist employers in complying with Kahnawake's Safety and Health regulations.

Employers have the right to be provided with a workplace hazard assessment.

This service can assist employers in minimizing on-the-job hazards, and is provided at **NO COST**.

Employers requesting a workplace hazard assessment **will not** be issued any citations for hazards found during assessment process.

Inspections:

Employers may be subject to inspections without prior notice.

If an employer is issued citations for violations at the workplace, the employer has the right to appeal.

Employers with less than 11 employees:

Are **NOT** required to have a written safety program.



As an Employer, **You must maintain a workplace that is free of unsafe conditions**, and you are responsible for following all safety and health standards and regulations.

You are also responsible for ensuring that your employees comply with the same rules, standards and regulations.

You must provide training to your employees before assigning them to a job, training must include:

Safe use of equipment, machinery or tools.

Personal Protective Equipment.

Emergency Procedures.

Hazard recognition.

It is your responsibility to:

Maintain accurate accident and injury reports.

Notify M.S.I. and the Office of

Occupational Safety and Health of any accident or injury.

These reports must be made available upon request.

