

SECTION XIX - OCCUPATIONAL LAWS

- A. Occupational Health & Safety: It is the intent of the county to comply with all applicable rules and regulations pertaining to the Occupation Safety and Health Act as established under Federal Law or Utah State Law. No job is so important and no service so urgent that time cannot be taken to perform work safely. Equipment, materials, and operations must be understood before they are utilized. Unsafe conditions and circumstances involving accidents or the potential for accidents shall be reported immediately to the supervisor.
1. The county shall furnish each of its employees a work environment free from recognized hazards that are causing or are likely to cause death or physical harm to such employees and does hereby require that each employee comply with the occupational safety and health standards, orders, rules, and regulations promulgated under the Occupation Safety and Health Act. Compliance with this Act shall be accomplished through the establishment of an occupational safety and health program as outlined herein.
 2. All employees are covered under the Worker's Compensation Act (Utah Code 35-9) for any injury sustained during the performance of their job. Compensation will be received for any loss sustained on account of such injury or death, for medical and hospital services and medicines and funeral expenses. No compensation shall be allowed for the first three days after the injury, except for authorized medical, nurse, and hospital services, and for medicines and funeral expenses. However, if the temporary disability lasts more than fourteen days, compensation shall then be payable for the first three days.
 3. In accordance with law, the department head/elected official shall inspect or designate a competent person or persons to inspect frequently for unsafe conditions and practices, defective equipment and materials, and where such conditions are found, to take appropriate action to correct such conditions immediately. A safety committee in conjunction with department heads/elected officials shall enforce safety regulations and issue such rules as may be necessary to safeguard the health and lives of employees and public. They shall warn all employees of any known dangerous conditions.
 4. An accurate record shall be kept of all accidents involving an injury to an employee while on duty, whether or not time is lost. These records shall, at all reasonable times, be available to the Industrial Commission or its representatives upon request. Other records shall be kept as requested by the Industrial Commission.
 5. The human resources personnel shall post, in a conspicuous place, a listing

of telephone numbers or addresses as may be applicable so that necessary help can be obtained in case of an emergency.

6. Supervisors and employees shall be required to insure clean work areas. An excessively littered or dirty work area constitutes an unsafe, hazardous condition of employment and should be remedied within a reasonable amount of time.
7. A report of any on-the-job injury shall be submitted to the county auditor, within seven (7) calendar days on a Millard County Accident/Injury Form.
8. No person shall remove, displace, destroy, or carry away any safety device or safeguard provided for use in any place of county employment or interfere with the use of any method or process adopted for the protection of employees. No employees shall refuse or neglect to follow and obey reasonable orders that are issued for the protection of health, life, safety, or welfare of employees. Willful violation of these rules are grounds for disciplinary action or dismissal.
9. Additional information relative to the Occupational Safety and Health Act can be obtained from The Utah State Industrial Commission.

- B. Worker=s Compensation: According to state law, workers compensation benefits are provided to all county employees who become injured or contract occupational diseases on the job and cannot perform their normal duties. Under the ADA, reasonable accommodation will be made in all return-to-work situations, if doing so will not produce undue hardship. Eligible workers may receive benefits in various areas which include hospitalization, medical, disability, permanent loss of body functions, prosthetic devices, and death/burial benefits. Employees injured on the job, no matter how slight, must report the incident to a supervisor within forty-eight (48) hours. Levels of compensation and county participation in payments to the worker shall be according to standards established by the Utah State Industrial Commission.
- C. Coordination of Social Security Benefits: Employees who are eligible for both workers compensation and social security will receive less social security payments but will not receive reduced workers compensation benefits.
- D. Unemployment Insurance: The unemployment insurance program at Utah Department of Workforce Services requires a person to make a declaration of physical ability to work and availability to work if physically able. Employees would not be eligible for unemployment insurance benefits if they are receiving workers compensation benefits.

