

HAZARD COMMUNICATION PROGRAM



Environmental, Health, Safety, Risk and Emergency
Management

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I. General Information

- A.** The Texas Hazard Communication Act (THCA), codified as Chapter 502 of the Texas Health and Safety Code (HSC), requires all public employers in Texas to provide their employees with information regarding hazardous chemicals to which employees may be exposed in their workplace. To comply with Section 502.009(b) of the THCA and Section 295.7(a) of the THCA Rules (Title 25 of the Texas Administrative Code (TAC), Section 295.1- 295.13), the following written Hazard Communication Program has been established for Texas State University.
- B.** The master copy of the written hazard communication program will be maintained by the Office of Environmental, Health, Safety, Risk and Emergency Management (EHSREM). Copies of the written program can be modified as needed for each separate work area where hazardous chemicals are used or stored. The written program will be available to all interested employees and their representatives upon request.
- C.** To facilitate administration of and compliance with this Program, the following levels of responsibility have been established:
- 1.** Office of Environmental, Health, Safety, Risk and Emergency Management (EHSREM) with regard to the University’s Hazard Communication Program, has the following responsibilities:
 - a.** Developing polices for Texas State University that follow federal, state, local regulations standards and practices related the THCA
 - b.** Compilation and review of the departmental Work Area Chemical Lists (WACL) to comprise the University’s Workplace Chemical List (WPCL). The WPCL shall be maintained by Texas State University for thirty 30 years.
 - c.** Preparation and submission of the annual Texas Tier Two Report and filing fee to the Texas Commission of Environmental Quality (TCEQ).
 - d.** Provide the Local Emergency Planning Committee (LEPC) and the San Marcos Fire Department (SMFD) with a copy of the Texas Tier Two Report.
 - e.** Dissemination of the “Notice to Employees” to apprise them of their rights under the THCA, as listed in Attachments D (English) & E (Spanish).
 - f.** Providing Hazard Communication training in-person or electronically.
 - g.** Notifying Texas Department of State Health Services (TDSHS) of all incidents that involves a hazardous chemical exposure or asphyxiation, and that is fatal to one or more employees or results in the hospitalization of five or more employees.

2. University employees who are responsible for work areas or supervise employees who work in areas that use or store hazardous chemicals are responsible for:
 - a. Developing and implementing a written hazard communication training program to address the use of hazardous chemicals in their work areas.
 - b. Posting the "Notice to Employee" poster in the work area, Attachments D (English) & E (Spanish).
 - c. Compiling and maintaining a Work Area Chemical List (WACL)/chemical inventory in a format designated by EHSREM. The WACL must be readily available in the work area and an updated copy of the list must be furnished to EHSREM at the end of the year (December 31).
 - d. Providing Safety Data Sheets (SDS's) in the work area for each chemical listed on the WACL. The SDSs will be readily available for review by employees.
 - e. Ensuring that all chemical containers are appropriately labeled and have not been defaced.
 - f. Providing a work-area specific training session for new and newly assigned employees, including student workers before they can work with, or in, a work area containing hazardous chemicals.
 - g. Immediately Reporting all hazardous chemical accidents to EHSREM.
 - h. Providing their employees with appropriate personal protective equipment (PPE) for the hazardous chemicals in use. (See Section 10).
3. University employees who work in areas that use or store hazardous chemicals are responsible for:
 - a. Complying with the University's Hazard Communication Program.
 - b. Attending training provided by supervisors and EHSREM.
 - c. Reviewing Safety Data Sheets before using hazardous chemicals.
 - d. Properly using and storing personal protective equipment (PPE).
 - e. Using only hazardous chemicals that they have been authorized and trained to use safely.
 - f. Using, storing, and disposing of hazardous chemicals properly.
 - g. Immediately reporting all accidents involving a hazardous chemical to their supervisor.

II. Exemptions - Per Section 502.004(f), the following chemicals are exempt from the requirements of the THCA and are outside the scope of this written program:

- A. Hazardous waste that is subject to regulation by the Texas Commission on Environmental Quality and/or the U.S. Environmental Protection Agency
- B. A chemical in a laboratory under the direct supervision or guidance of a **technically qualified individual** if:
 - 1. Labels on incoming containers of chemicals are not removed or defaced
 - 2. This employer complies with Sections 502.006 (“SDS”) and 502.009 (“Employee Training Program”) of the THCA with respect to laboratory employees; and
 - 3. The laboratory is not used primarily to produce hazardous chemicals in bulk for commercial purposes.
- C. Tobacco or tobacco products.
- D. Wood or wood products.
- E. Articles formed to a specific shape or design during manufacture and that does not release or otherwise result in exposure to a hazardous chemical under normal conditions of use.
- F. Food, drugs, cosmetics, or alcoholic beverages.
- G. Consumer products or hazardous substances used in the workplace in the same manner as normal consumer use and if the use results in a duration and frequency of exposure that is not greater than exposures experienced by a consumer.
- H. Radioactive waste.

III. Definitions

- A. **Appropriate Hazard Warning** – Any words, pictures, symbols, or combination thereof appearing on a label or other appropriate form of warning which convey the health and physical hazards, including the target organ effects, of the chemical(s) in the container(s).
- B. **Categories of Hazardous Chemicals** – A grouping of hazardous chemicals with similar properties.
- C. **Chemical Inventory** – A comprehensive list of chemicals that are a part of the work area i.e., the “Work Area Chemical List (WACL)” This excludes office supplies that may be of a chemical nature.

- D. Container** – Any bag, barrel, bottle, box, can, cylinder, drum, reaction vessel, storage tank, or the like that contains a hazardous chemical or contains multiple smaller containers of an identical hazardous chemical. The term “container” does not mean pipes or piping systems, nor does it mean engines, fuel tanks, or other operating systems in a vehicle. A **primary container** is one in which the hazardous chemical is received from the supplier. A **secondary container** is one to which the hazardous chemical is transferred after receipt from the supplier.
- E. Employee** – Those full-time or part-time, faculty, staff and student workers whose compensation is provided, controlled or dispensed by the University and who may be or may have been exposed to hazardous chemicals in the person’s workplace under normal operating conditions or foreseeable emergencies. Workers such as office workers, or accountants who encounter hazardous chemicals only in non-routine, isolated instances are not employees for the purposes of the THCA.
- F. Expose** – Subjecting an employee to a hazardous chemical in the course of employment through any route of entry, including inhalation, ingestion, skin contact, or absorption. The term includes potential, possible, or accidental exposure under normal conditions of use or in a reasonably foreseeable emergency.
- G. Hazardous Chemical or Chemical** – An element, compound, or mixture of elements or compounds that is a physical hazard or a health hazard regardless of its form.
- H. Health Hazard** – A chemical for which there is statistically significant evidence based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees and a chemical which is a toxic agent, irritant, corrosive, or sensitizer.
- I. Label** – Any written, printed, or graphic material displayed on or affixed to containers of hazardous chemicals, and which includes the same name as on the safety data sheet.
- J. Local Emergency Planning Committee (LEPC)** – A committee formed under the Emergency Planning and Community Right to Know Act (EPCRA) section 301 and recognized by the State Emergency Response Commission for the purposes of emergency planning and public information. The University is covered by the Hays County LEPC.
- K. Physical Hazard** – A chemical for which there is scientifically valid evidence that it is a combustible liquid, a compressed gas, explosive, flammable, an organic peroxide, an oxidizer, pyrophoric, unstable (reactive), or water-reactive.
- L. Personal Protective Equipment (PPE)** – Protective equipment provided to an employee by the employer which provides a level of protection to chemicals to which the employee may be exposed that will be adequate to ensure their health and safety based on current industry standards.

- M. Safety Data Sheets (SDSs)** – The Hazard Communication Standard (HCS) (29 CFR 1910.1200 (g)), aligned with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) requiring the chemical manufacturer, distributor, or importer provide SDSs to users to communicate the hazards of a chemical in a consistent, 16 section format. Prior to the alignment with GHS, Safety Data Sheets were referred to as Material Safety Data Sheets (MSDSs).
- N. Technically Qualified Individual** – An individual with a professional education and background working in the research or medical fields, such as a physician or registered nurse, or an individual holding a minimum of a bachelor’s degree in a physical or natural science.
- O. Texas Tier Two Report** – An annual report required to be sent to TDSHS on hazardous chemicals and extremely hazardous chemicals above the threshold reporting level. Copies of the report are made available to the LEPC and local fire department (San Marcos Fire Department)
- P. University** – A reference to Texas State University
- Q. Work Area** – A room, department, section, studio, lab, defined space, utility structure, or emergency response site in a workplace where hazardous chemicals are present, produced, or used, and where employees are present.
- R. Workplace** – A contiguous facility that is staffed 20 hours or more per week, unless such a facility is subdivided by the employer. Normally this subdivision would be a building, cluster of buildings or other structures, or a complex of buildings, but could be for a portion of a building if the employer chooses. Noncontiguous properties are always separate workplaces unless they are temporary workplaces, in which case they can be either work areas of a headquarters’ workplace or separate workplaces, which is at the discretion of the employer.
- S. Work Area Chemical List (WACL)** – A list of specific chemicals in use or stored in each work area. The list contains chemical name, common name, storage location, manufacturer/distributor name, catalog number pertaining to the chemical name, and quantity in use or storage.
- T. Workplace Chemical List (WPCL)** – A consolidation of all Work Area Chemical Lists.

IV. Workplace Chemical List..... (HSC §502.005 and 25 TAC §295.4)

- A.** The Environmental Health, Safety & Risk Management office (EHSREM) will develop and maintain a list of hazardous chemicals normally present in the workplace in excess of 55 gallons or 500 pounds. This Workplace Chemical List (WPCL) will be developed for where such quantities of hazardous chemicals are used or stored and will be available for review by employees and their designated representatives.

- B. EHSREM will be responsible for compiling and reviewing the Workplace Chemical List for the University as necessary, but at least December 31 of each year.
- C. The Workplace Chemical List will be maintained for at least 30 years.

V. Safety Data Sheets (HSC §502.006 and 25 TAC §295.5)

- A. Texas State University will maintain a current and appropriate Safety Data Sheet (SDSs) for each hazardous chemical purchased.
- B. University employees who are responsible for work areas or supervise employees who work in areas that use or store hazardous chemicals will verify that:
- C. Incoming SDSs are reviewed for new and significant health/safety information and that any new information is passed on to the affected employees.
- D. Hazardous chemicals received without an SDS or MSDS are withheld from use until a current SDS or MSDS is obtained.
- E. Missing SDSs or MSDSs are requested from an appropriate source (e.g., chemical manufacturer, distributor, or electronic database) within 30 days from receipt of the hazardous chemical.
- F. SDSs will be readily available for review by employees or their designated representatives upon request.
- G. Affected employees are provided a description of any alternative system (such as electronic databases where SDSs are easily accessible) being used in lieu of hard copy SDSs.
- H. As SDSs are received from hazardous chemical manufacturers and distributors, they replace the Material Safety Data Sheets on file. Training on both the old MSDSs and the new SDSs should continue throughout the transition period until employers no longer have any of the old MSDSs on site.
- I. Emergency responders are provided SDSs as soon as practical upon request.

VI. Chemical Container Labels..... (HSC §502.007 and 25 TAC §295.6)

- A. All containers of hazardous chemicals used or stored by Texas State University will be appropriately labeled.

- B. University employees who are responsible for work areas or supervise employees who work in areas that use or store hazardous chemicals will verify that:
 - 1. All **primary containers** of hazardous chemicals are clearly labeled and not defaced so that they include:
 - a. The name of the chemical/product as it appears on the SDS.
 - b. The appropriate hazard warnings.
 - c. The name and address of the manufacturer.
 - 2. All **secondary containers** of hazardous chemicals are clearly labeled to include:
 - a. The name of the chemical/product as it appears on the SDS.
 - b. The appropriate hazard warnings, these may be GHS pictograms.
 - 3. A description of alternative labeling systems, if used, is provided to employees. Examples of alternative labeling systems are the National Fire Protection Association (NFPA) 704 Standard and the Hazardous Materials Information Systems (HMIS) Standard.
- C. Texas State University and its employees will rely on the chemical manufacturers or distributors to provide labels which meet the above requirements for primary containers of all hazardous chemicals purchased and will re-label containers only when the label is illegible or otherwise does not meet the above requirements.

VII. Employee Training Program(HSC §502.009 and 25 TAC §295.7)

- A. Texas State University will provide an education and training program to all employees who routinely use or handle hazardous chemicals in their workplace.
- B. University employees who are responsible for work areas or supervise employees who work in areas that use or store hazardous chemicals will be responsible for the employee training program and will ensure that:
 - 1. Appropriate training is provided to all covered employees and includes:
 - 2. The use of information provided on SDSs and chemical container labels
 - 3. The location of hazardous chemicals in the employees' work areas (WACL's)
 - 4. The physical and health effects of exposure.

5. Proper use of personal protective equipment.
 6. Safe handling of hazardous chemicals.
 7. First aid treatment for exposure to hazardous chemicals.
 8. Safety instruction on clean-up and disposal of hazardous chemicals.
- C. Required training records are maintained and include:
1. The date of the training session.
 2. A legible list of all employees attending the training session along with the employee's signature.
 3. The subjects covered.
- D. The name of the instructors (Employers may use Attachment B, *Employee Training Roster*, or Attachment C, *Employee Training Sheet*, to comply with this requirement).
- E. All covered employees are identified and incorporated into the training program.
- F. Employees are provided with information concerning the hazardous chemicals to which they may be exposed during the performance of non-routine tasks.
- G. New employees are trained prior to their being required to use or handle a hazardous chemical.
- H. The need and frequency for periodic/refresher training is assessed.
- I. Employees subject to these training requirements will sign an attendance roster for each training session attended, verifying that they received and understood the information.

VIII. Reporting Employee Deaths and Injuries (HSC §502.012 and 25 TAC §295.9)

- A. Texas State University through EHSREM will notify the Texas Department of State Health Services, Consumer Protection Division, Environmental Operations Branch, of any employee incident that involves a hazardous chemical exposure or asphyxiation, and that is fatal to one or more employees or results in the hospitalization of five or more employees.

- B. EHSREM will be responsible for reporting all such incidents to the Texas Department of State Health Services, Consumer Protection Division, Environmental Operations Branch, within 48 hours after their occurrence. Notifications will be made either orally or in writing to:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
Hazard Communication Program
PO Box 149347, MC 2835
Austin, Texas 78714-9347
Phone: (512) 834-6787
Fax: (512) 834-3414

- C. Supervisors will be responsible for reporting all incidents involving a hazardous chemical to the Claims Coordinator at EHSREM (1-512-245-3616) by completing a [“Supervisor’s Report of Incident, Injury or Illness”](#).
- D. Employees will be responsible for immediately reporting all accidents involving a hazardous chemical to their supervisor. The employee must also request the completion of a “Supervisor’s Report of Incident, Injury or Illness”.

IX. Posting the *Notice to Employees* (HSC §502.0017 and 25 TAC §295.12)

- A. Texas State University through EHSREM will distribute the most current version of the *Notice to Employees*, informing employees of their rights under the THCA (See attachment D, *Notice to Employees*) for each department to post and maintain in all work areas where hazardous chemicals are used or stored.
- B. The *Notice to Employees* shall be clearly posted and unobstructed at all locations in the workplace where notices are normally posted, and with at least one location in each work area.
- C. In workplaces where employees that have difficulty reading or understanding English may be present, a copy of the *Notice*, printed in Spanish, will be posted together with the English version of the *Notice*. (See attachment E, *Notice to Employees*, Spanish version)

D. Additional copies of the *Notice*, in both English and Spanish, are available on the Hazard Communication website at <http://www.dshs.state.tx.us/hazcom/> or on request from the Environmental Operations Branch at:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
Hazard Communication Program
PO Box 149347, MC 2835
Austin, Texas 78714-9347
Phone: (512) 834-6787
Fax: (512) 834-3414

X. Personal Protective Equipment..... (HSC §502.017 and 25 TAC §295.12)

- A. Texas State University will provide appropriate personal protective equipment (PPE) to all employees who use or handle hazardous chemicals.
- B. The department head/account manager and all employees identified as having supervisory control over other employees of the University will assume overall responsibility for the PPE program and will ensure that appropriate equipment and training are provided, to include:
 - 1. Proper selection of PPE based on:
 - a. Routes of entry
 - b. Permeability of PPE material
 - c. Duties being performed by the employee
 - d. Hazardous chemicals present
 - 2. Proper fit and functionality of PPE as described by the manufacturer’s specifications
 - 3. Appropriate maintenance and storage of PPE

XI. Maintaining Employee Rights..... (HSC §502.017 and TAC §295.12)

- A. Texas State University shall not discipline, harass, or discriminate against any employee for filing complaints, assisting inspectors of the Texas Department of State Health Services, participating in proceedings related to the Texas Hazard Communication Act, or exercising any rights under the Act.

- B.** Employees cannot waive their rights under the Texas Hazard Communication Act. A request or requirement for such a waiver by an employer is a violation of the Act.

XIII. Attachments

- A.** Workplace Chemical List
- B.** Employee Training Roster
- C.** Employee Training Sheet
- D.** Chemical Inventory Program
- E.** Notice to Employees (English version)
- F.** Notice to Employees (Spanish version)

Employee Training Roster Attachment B (continued)

A. Per Sections 502.009(c) and (g) of the Texas Hazard Communication Act (THCA), the following subject(s) were covered in this training:

Reading and interpreting chemical container labels

Reading and interpreting alternative labeling systems, if such labeling systems are being used by the employer

Reading and interpreting Safety data sheets(SDSs)

Location of hazardous chemicals in the workplace

Physical and health effects of exposure

Proper use of personal protective equipment

First aid treatment for exposure

Safety instruction on handling, cleanup and disposal procedures

B. Per Section 502.009(g) of the THCA, training was conducted based on:

Categories of hazardous chemicals

Individual hazardous chemicals

C. This hazard communication training was provided as:

Initial training per Section 502.009(a) and (f) of the THCA

Periodic/refresher training per Section 7.02(g) of the University's HCP.

EMPLOYEE TRAINING SHEET (Attachment C)
Texas Hazard Communication Act, Section 502.009(g)

Department/Work Area: _____

Instructor: _____ **Date:** _____
(Printed Name) **(Signature)**

Per Sections 502.009(c) and (g) of the Texas Hazard Communication Act (THCA), the following subject(s) were covered in this training:

Reading and interpreting chemical container labels

Reading and interpreting alternative labeling systems if such labeling systems are being used by the employer

Reading and interpreting Safety data sheets(SDSs)

Location of hazardous chemicals in the workplace

Physical and health effects of exposure

Proper use of personal protective equipment

First aid treatment for exposure

Safety instruction on handling, cleanup, and disposal procedures

Per Section 502.009(g) of the THCA, training was conducted based on:

Categories of hazardous chemicals

Individual hazardous chemicals

This hazard communication training was provided as:

Initial training per Section 502.009(a) and (f) of the THCA

Periodic/refresher training per Section 7.02(g) of this policy

Employee _____
(Signature)

Employee _____
(Printed Name)

NOTICE TO EMPLOYEES

The Texas Hazard Communication Act, codified as Chapter 502 of the Texas Health and Safety Code, requires public employers to provide employees with specific information on the hazards of chemicals to which employees may be exposed in the workplace. As required by law, your employer must provide you with certain information and training. A brief summary of the law follows.

HAZARDOUS CHEMICALS

Hazardous chemicals are any products or materials that present any physical or health hazards when used, unless they are exempted under the law. Some examples of more commonly used hazardous chemicals are fuels, cleaning products, solvents, many types of oils, compressed gases, many types of paints, pesticides, herbicides, refrigerants, laboratory chemicals, cement, welding rods, etc.

WORKPLACE CHEMICAL LIST

Employers must develop a list of hazardous chemicals used or stored in the workplace in excess of 55 gallons or 500 pounds. This list shall be updated by the employer as necessary, but at least annually, and be made readily available for employees and their representatives on request.

EMPLOYEE EDUCATION PROGRAM

Employers shall provide training to newly assigned employees before the employees work in a work area containing a hazardous chemical. Covered employees shall receive training from the employer on the hazards of the chemicals and on the measures they can take to protect themselves from those hazards. This training shall be repeated as needed, but at least whenever new hazards are introduced into the workplace or new information is received on the chemicals which are already present.

SAFETY DATA SHEETS

Employees who may be exposed to hazardous chemicals shall be informed of the exposure by the employer and shall have ready access to the most current Safety Data Sheets (SDSs) or Material Safety Data Sheets (MSDSs) if an SDS is not available yet, which detail physical and health hazards and other pertinent information on those chemicals.

LABELS

Employees shall not be required to work with hazardous chemicals from unlabeled containers except portable containers for immediate use, the contents of which are known to the user.

EMPLOYEE RIGHTS

Employees have rights to:

- access copies of SDSs (or an MSDS if an SDS is not available yet)
- information on their chemical exposures
- receive training on chemical hazards
- receive appropriate protective equipment
- file complaints, assist inspectors, or testify against their employer

Employees may not be discharged or discriminated against in any manner for the exercise of any rights provided by this Act. A waiver of employee rights is void; an employer's request for such a waiver is a violation of the Act. Employees may file complaints with the Texas Department of State Health Services at the telephone numbers provided below.

EMPLOYERS MAY BE SUBJECT TO ADMINISTRATIVE PENALTIES AND CIVIL OR CRIMINAL FINES RANGING FROM \$50 TO \$100,000 FOR EACH VIOLATION OF THIS ACT

Further information may be obtained from:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
PO Box 149347, MC 2835
Austin, TX 78714-9347

(512) 834-6787

(800) 293-0753 (toll-free)

Fax: (512) 834-6614

E-mail: TXHazComHelp@dshs.texas.gov

Website: www.dshs.texas.gov/hazcom



TEXAS
Health and Human
Services

**Texas Department of State
Health Services**

Worker Right-To-Know Program
Publication # 23-14173
Revised May 2022

AVISO AL EMPLEADO

La Ley de Comunicación sobre Peligros de Texas, codificada como el capítulo 502 del Código de Salud y Seguridad de Texas, exige que los empleadores públicos le provean a los empleados información específica sobre los peligros de los químicos a los que los empleados podrían estar expuestos en el centro de trabajo. Según exige la ley, su empleador debe proveerle cierta información y capacitación. A continuación presentamos un breve resumen de la ley.

QUÍMICOS PELIGROSOS

Los químicos peligrosos son cualquier producto o material que represente algún peligro físico o de salud al ser usado, a menos que este quede exento bajo la ley. Como ejemplos de químicos peligrosos más comúnmente usados están los combustibles, los productos de limpieza, los solventes, muchos tipos de aceite, los gases comprimidos, muchos tipos de pintura, los pesticidas, los herbicidas, los refrigerantes, los químicos de laboratorio, el cemento, las varillas de soldadura, etc.

LISTA DE QUÍMICOS EN EL CENTRO DE TRABAJO

Los empleadores deben desarrollar una lista de los químicos peligrosos usados o almacenados en el centro de trabajo que sobrepasen los 55 galones o las 500 libras. El empleador debe renovar la lista de ser necesario, y al menos anualmente, y debe ponerla a fácil disposición de los empleados y de sus representantes al esta ser solicitada.

PROGRAMA DE INSTRUCCIÓN DEL EMPLEADO

Los empleadores deben proveerle capacitación a los empleados recién asignados antes de que los empleados trabajen en un área de trabajo que contenga químicos peligrosos. Los empleados contemplados en la ley deben recibir capacitación del empleador sobre los peligros de los químicos y sobre las medidas que ellos mismos pueden tomar para protegerse de dichos peligros. La capacitación debe repetirse de ser necesario, y al menos cuando se introduzcan nuevos peligros en el centro de trabajo o se reciba nueva información sobre los químicos que ya están presentes.

HOJAS DE DATOS DE SEGURIDAD

El empleador debe informar de la exposición a los empleados que pudieran estar expuestos a químicos peligrosos y ellos deben tener acceso fácil a las hojas de datos de seguridad (SDS) o las hojas de datos de seguridad del material (MSDS) más recientes si es que todavía no hay una SDS disponible, las cuales detallan los peligros físicos y de salud y cualquier otra información pertinente sobre dichos químicos.

ETIQUETAS

No se requerirá que los empleados trabajen con químicos peligrosos provenientes de contenedores que no están etiquetados con excepción de los contenedores portátiles de uso inmediato, el contenido de los cuales el usuario conoce.

DERECHOS DEL EMPLEADO

Los empleados tienen derecho a:

- acceder a copias de las SDS (o una MSDS si es que todavía no hay una SDS disponible)
- la información sobre sus exposiciones químicas
- recibir capacitación sobre los peligros químicos
- recibir el equipo protector apropiado
- presentar quejas, asistir a los inspectores y testificar en contra de su empleador

No se despedirá a los empleados ni se les discriminará de ninguna manera por ellos ejercer cualquiera de los derechos que esta ley estipula. Las renunciaciones de derechos del empleado no tienen ninguna validez; el que el empleador solicite ese tipo de renuncia infringe esta ley. Los empleados pueden presentar sus quejas ante el Departamento Estatal de Servicios de Salud de Texas llamando al teléfono sin costo provisto abajo.

LOS EMPLEADORES PODRÍAN ESTAR SUJETOS A SANCIONES ADMINISTRATIVAS Y A MULTAS CIVILES O PENALES QUE VAN DESDE LOS \$50 HASTA LOS \$100,000 DÓLARES POR CADA INFRACCIÓN DE ESTA LEY

Puede obtener mayor información en:

Texas Department of State Health Services
Consumer Protection Division
Environmental Operations Branch
PO Box 149347, MC 2835
Austin, TX 78714-9347

(512) 834-6787
(800) 293-0753 (llamada gratuita)
Fax: (512) 834-6614
E-mail: TXHazComHelp@dshs.texas.gov
Website: www.dshs.texas.gov/hazcom



Texas Department of State
Health Services

Worker Right-To-Know Program
Publication # 23-14173A
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