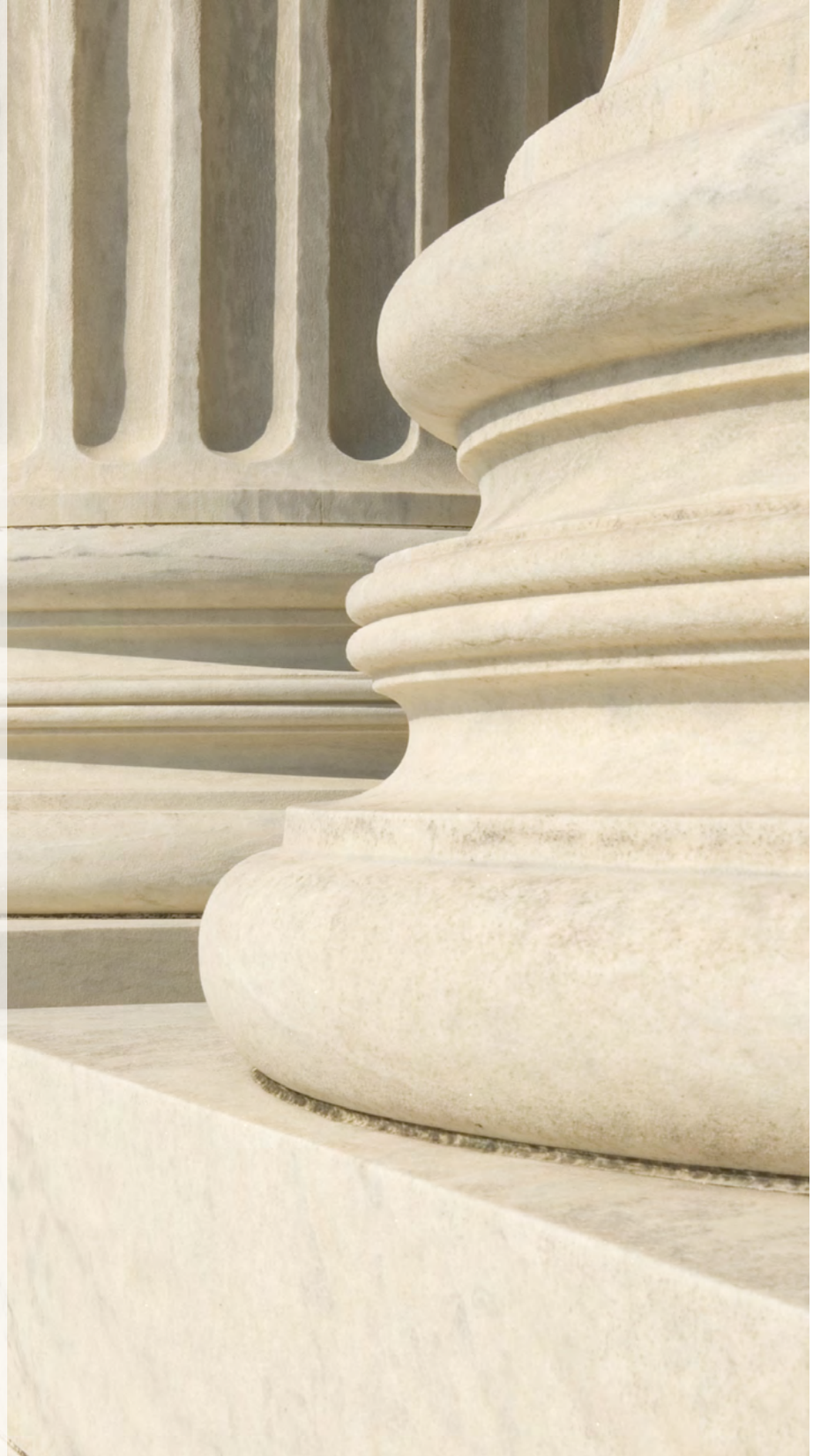
labor**commission**.utah.gov

Utah Labor Commission

ACHIEVING SAFETY IN UTAH'S WORKPLACES AND FAIRNESS IN EMPLOYMENT AND HOUSING

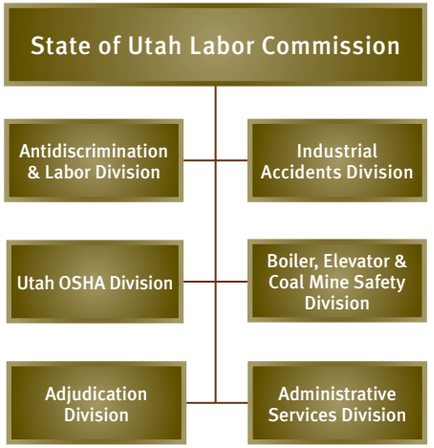
Utah Labor Commission



Who We Are / What We Do

The Utah Labor Commission is the regulatory agency responsible for preserving the balance established by the legislature for protecting the health, safety, and economic well-being of employees and employers. It is a multi-division state agency directed by a Commissioner who is appointed by the Governor. The Commissioner oversees the various functions of the divisions within the Commission.

Organization



Statutes and Rules

Administered by the Labor Commission

- Utah Labor Laws
- Utah Antidiscrimination Act
- Workers' Compensation Act
- Utah Occupational Disease Act
- Utah Boiler Inspection Law
- Utah Elevator and Escalator Act
- Utah Occupational Safety & Health Act
- Coal Mining Safety Act
- Utah Fair Housing Act
- Administrative Rules

Utah Labor Commission

Antidiscrimination & Labor Division (UALD)

(801) 530-6801 or Toll Free (800) 222-1238.

Employment Discrimination: UALD enforces laws prohibiting discrimination in employment based on:

- Race
- Sex
- National origin
- Age *(over 40)*
- Color
- Pregnancy
- Disability
- Religion

Housing Discrimination: UALD enforces laws prohibiting discrimination in the renting, purchasing or financing of housing based on:

- Race
- Sex
- Disability
- Religion
- Color
- National origin
- Familial status *(families with children under 18)*
- Source of income *(government assistance)*

Wage Claim Unit: UALD enforces Utah's labor laws regarding:

- Payment of wages
- Employment of minors
- Minimum wage
- Protection against retaliation for asserting rights protected by these laws
- Employment selection procedures

Mediation: UALD provides free mediation services for any complaints filed with UALD.

Utah Labor Commission

Industrial Accidents Division

(801) 530-6800 or Toll Free (800) 530-5090

With few exceptions, workers' compensation insurance is required for all businesses operating in Utah. The Industrial Accidents Division is responsible for enforcing: 1) Utah's laws requiring that businesses provide this insurance for their employees, and 2) assisting in resolving disputes between injured employees, their employers and the insurance companies.

Compliance Section: Enforces the requirement that employers have workers' compensation coverage for employees. It does this by providing information about coverage requirements to employers as well as investigating and assessing fines for employers who do not maintain workers' compensation coverage.

Claims Section: Assists injured workers in resolving any disputes that they may have regarding their workers' compensation claims. Helps employers and employees understand the workers' compensation system. The Claims Section also oversees state requirements for filing on-the-job injury reports.

Mediation: The division provides free mediation services for disputes between injured workers, their employers and workers compensation insurance providers.

Waivers: The Division issues Workers' Compensation Coverage Waivers which act as a verification of independent contractor status and a declaration of non-coverage for independent contractors who hire out their services to employers.

To find if your employer or your company provides the required workers compensation insurance, go to our website at laborcommission.utah.gov and click on on-line services and then click on this logo.

ENSURE YOU'RE INSURED!
Click on...
Workers' Compcheck

Boiler, Elevator & Coal Mine Safety Division

Salt Lake Office (801) 530-6850 or Toll Free (800) 530-5090
Price Office (435) 613-5901 or Toll Free (888) 9UT-MINE

The Division's challenge is to apply appropriate engineering and inspection standards to ensure the safety of Utah's boilers, pressure vessels, elevators and escalators. The Division also oversees Utah's Office of Coal Mine Safety.

Boiler/Pressure Vessel Inspection: The Division is responsible for the safety inspection of an estimated 80,000 pressure vessels and 25,000 boilers in Utah.

Elevator Inspection: The Division is responsible for the safety inspection of approximately 8,500 elevators and escalators in Utah.

Coal Mine Safety: In Price, Utah, the Office of Coal Mine Safety partners with stakeholders in the coal-mining industry to promote safety for Utah's coal miners. The Office works with its Mine Safety Technical Advisory Council to focus the state's effort in mine safety.

The office administers five different certifications tests: Underground Electrician, Surface Electrician, Fire Boss, Underground Foreman and Surface Foreman. Free study guides, test applications and test dates are available on our web site: www.laborcommission.utah.gov. When there, click on Services and select Coal Miner Certification from the drop down list.

Utah Occupational Safety & Health Division (Utah OSHA)

801) 530-6901 Compliance Section: *(Compliance Assistance, Accident Reporting and Complaints)*
(801) 530-6855 Consultation and Education Services Section

The mission of Utah OSHA is to provide assistance with workplace safety and health in the State of Utah and to help employers achieve compliance with Utah OSHA's regulations thereby creating a safe and healthy working environment for employees. Through an agreement with the federal government, the State of Utah has assumed the federal OSHA *(Occupational Safety and Health Administration)* responsibility to implement, establish and enforce occupational safety and health standards in Utah for all non-federal employers.

Employers in Utah are required to provide a place of employment free from recognized hazards that can cause physical harm to employees. Employees also have the right to notify their employers or Utah OSHA of unsafe or unhealthful conditions in their workplace, without the fear of retaliation.

Compliance Section: Helps to insure that employees are provided a safe and healthy work environment by enforcing Utah OSHA's safety and health regulations in both the private and non-federal public sector. Utah OSHA inspects workplaces for safety and health violations in both general industry and construction and ensures that any hazards are corrected in a timely manner. Citations are issued and appropriate penalties are assessed based on the seriousness of the violation.

Consultation and Education Services Section: Assists employers with workplace safety and health surveys, program review, training, and technical assistance. These services are provided free to employers and are confidential. Consultative services are primarily provided to employers who have limited safety resources and have less than 250 employees. These no-cost services are performed only at the employer's request and are provided without risk of citations or penalties.

Adjudication Division

(801) 530-6800 or Toll Free (800) 530-5090

The Adjudication Division consists of seven administrative law judges and support staff, including a judge and clerk located in St George. The Division conducts formal administrative hearings to resolve disputes arising from:

- Workers' compensation claims and employer penalties
- UALD employment discrimination determinations
- Utah OSHA penalty citations

Workplace Safety Grant Program

Every year, the Utah Labor Commission accepts applications from Utah businesses and local non-profits for grant projects or initiatives demonstrating a commitment to workplace safety (WPS).

This program is funded by money appropriated by the Legislature to award funding for projects or initiatives such as, but not limited to, the development of workshops, OSHA training, specialized safety initiatives, increasing resources for existing safety programs, and collaborative workplace safety training between organizations.

If you are interested in submitting a request for a grant, please visit our webpage at: www.laborcommission.utah.gov and select "Services-Workplace Safety." Or call 801.530.6918. Grant applications are normally open in late September every year.

Salt Lake City Office | 160 East 300 South, 3rd Floor | PO Box 146630
Salt Lake City, UT 84114-6630

St George Office | Blackridge Terrace Office Building, Building 1, Suite 304
1173 South 250 West | St. George, Utah 84770

(801) 530-6801 | (800) 222-1238 | www.laborcommission.utah.gov

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