

# Montana Safety Culture Act

Enacted by the 1993 Montana Legislature to:

- Encourage employers and employees to come together to create and implement a workplace safety philosophy
- Raise workplace safety to a preeminent position in the minds of all Montana's workers and employers
- Establish a responsibility for the development and implementation of safety programs
- Create a safety culture that fosters a safe work environment for all future generations of Montanans

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## Montana Safety Culture Act Components:

- Six requirements that all employers must meet
- Three additional requirements that employers with more than five employees must meet

# Montana Safety Culture Act: All Employers

1. Provide each new employee with a general safety orientation
2. Provide job or task-specific safety training
3. Offer continuing regular refresher safety training
4. Provide a system for the employer and their employees to develop an awareness and appreciation of safety
5. Provide periodic self inspection
6. Document performance of activities

# Montana Safety Culture Act: 6+ Employees

Must meet all of the requirements listed above, plus:

1. Policies and procedures that assign specific safety responsibilities and safety performance accountability
2. Procedures for reporting, investigating, and taking corrective action on all work-related incidents, accidents, injuries, illnesses and known unsafe work conditions or practices
3. Shall have a safety committee in place which meets certain requirements

# Montana Safety Culture Act: 6+ Employees

## Safety Committee Requirements:

1. Be composed of employee and employer representatives and hold regularly scheduled meetings, at least once every four months
2. Include safety committee activities that assist the employer in fact finding