

**875—160.3(91E) Knowledge of English.** An employee who can understand the following in English is not covered by these rules:

**160.3(1)** The hours of work.

**160.3(2)** The hourly wage.

**160.3(3)** All mandatory and elective benefits.

**160.3(4)** The job duties.

**160.3(5)** The safety and health risks of the job and appropriate methods of protection.

**160.3(6)** Information and training on hazardous chemicals in the employee's work area.

**160.3(7)** Safety signs and symbols that warn of potential dangers and hazards at the work site.

**160.3(8)** The purpose of forms used by the employer including:

*a.* Orientation,

*b.* Insurance,

*c.* Accidents at the work site, and

*d.* Other forms the employee is required to complete or answer.

**160.3(9)** The employer's requirement to provide an interpreter if more than 10 percent of the employer's employees speak the same non-English language.

**160.3(10)** Communication with a nurse or other medical personnel at the work site.

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