

875—160.3(91E) Comprehension of employment. The Act and these rules apply to employees who do not speak, read, write, or understand English to a degree necessary for comprehension of the terms, conditions, and daily responsibilities of employment. The following include, as a minimum, the terms, conditions and daily responsibilities of employment which an employee must be able to comprehend in English:

160.3(1) The minimum number of hours an employee can expect to work on a weekly basis.

160.3(2) The hourly wages of the position of employment, including the starting hourly wage.

160.3(3) All mandatory and elective benefits.

160.3(4) A description of the responsibilities and tasks of the position of employment.

160.3(5) The safety and health risks, known to the employer, to the employee involved in the position of employment.

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) An ability to effectively communicate with a nurse or other medical personnel at the work site.