

BEHALF OF AN EMPLOYEE WITHIN A CALENDAR YEAR, THE EMPLOYER MAY ASSESS A REASONABLE CHARGE FOR ANY ADDITIONAL COPY.

(C) IF AN EMPLOYER FAILS TO COMPLY WITH SUBSECTIONS (A) OR (B) OF THIS SECTION, AN EMPLOYEE REQUESTING INFORMATION OR ACCESS TO INFORMATION ABOUT A HAZARDOUS CHEMICAL MAY REFUSE TO WORK WITH THAT HAZARDOUS CHEMICAL.

(D) AN EMPLOYER MAY NOT REQUEST OR REQUIRE ANY EMPLOYEE TO WAIVE RIGHTS GRANTED BY §§ 32A THROUGH 32N OF THIS SUBTITLE. ANY WAIVER OF THE RIGHTS GRANTED BY §§ 32A THROUGH 32N OF THIS SUBTITLE SHALL BE VOID.

32M.

(A) AN EMPLOYER SHALL PROVIDE AN EMPLOYEE TRAINING AND EDUCATION PROGRAM DESIGNED TO INFORM EMPLOYEES OF:

(1) THE EXISTENCE AND CONTENT OF THIS PART;

(2) THE HAZARD COMMUNICATION METHODS USED BY THE EMPLOYER, INCLUDING MATERIAL SAFETY DATA SHEETS, CHEMICAL INFORMATION LISTS, IDENTIFIERS, AND PLACARDS;

(3) THE RIGHTS AN EMPLOYEE MAY EXERCISE UNDER THIS PART; AND

(4) THE PROCEDURE BY WHICH AN EMPLOYEE MAY OBTAIN A CHEMICAL INFORMATION LIST AND MATERIAL SAFETY DATA SHEET.

(B) THE TRAINING AND EDUCATION PROGRAM SHALL ALSO INCLUDE:

(1) THE NATURE OF THE HAZARDS OF HAZARDOUS CHEMICALS IN THE PLACE-OF-EMPLOYMENT WORKPLACE;

(2) THE APPROPRIATE WORK PRACTICES REGARDING HAZARDOUS CHEMICALS IN THE PLACE-OF-EMPLOYMENT WORKPLACE;

(3) THE APPROPRIATE CONTROL PROGRAMS REGARDING HAZARDOUS CHEMICALS IN THE PLACE-OF-EMPLOYMENT WORKPLACE;

(4) APPROPRIATE PROTECTIVE MEASURES REGARDING HAZARDOUS CHEMICALS IN THE PLACE-OF-EMPLOYMENT WORKPLACE; AND

(5) EMERGENCY PROCEDURES RELATING TO HAZARDOUS CHEMICALS IN THE PLACE-OF-EMPLOYMENT WORKPLACE.

(C) AN EMPLOYER SHALL PROVIDE AN EMPLOYEE TRAINING AND EDUCATION PROGRAM:

(1) FOR EACH NEW EMPLOYEE, PRIOR TO INITIAL ASSIGNMENT; AND

(2) FOR ALL OTHER EMPLOYEES, WHEN ADDITIONAL INFORMATION IS AVAILABLE.