

OSHA SECTION 4 – WORKER RIGHTS UNDER OSHA PRACTICE TEST (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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THE FULL VERSION STUDY GUIDE

<https://oshasec4workerrights.examzify.com>



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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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1. Which information is listed in SDS Section 3 for substances?

- A. Chemical Name; Common Name and Synonyms; CAS Number and Other Unique Identifiers; Impurities and Stabilizing Additives Which Contribute to the Classification of the Substance
- B. Chemical Name and Concentration of Ingredients
- C. Handling and Storage Precautions
- D. Personal Protective Equipment Requirements

2. What right do workers have to participate in safety and health activities?

- A. The right to participate in safety and health committees, evaluations, and hazard reporting.
- B. The right to be exempt from safety training.
- C. The right to refuse hazard reporting.
- D. The right to discipline safety personnel.

3. SDS stands for?

- A. Safety Data Sheets
- B. Safety Disclosure Sheets
- C. Standard Data Sheets
- D. Secure Data Sheets

4. Which item is commonly listed in transport information?

- A. UN number
- B. Relative density
- C. pH
- D. Solubility

5. Ecological information (often non-mandatory) may include which topics?

- A. Exotoxicity, Persistence and Degradability, Bioaccumulative Potential, Mobility in soil
- B. UN number, Proper shipping name, Hazard classes
- C. Solubility, Relative density, Viscosity
- D. Auto-ignition temperature, Decomposition temperature, Vapor pressure

- 6. Are temporary or contract workers covered by Section 4 rights?**
- A. Only full-time workers receive training.
 - B. Yes, all workers have the right to a safe, healthy workplace and information, training, and protection.
 - C. No, only permanent employees.
 - D. They must obtain a separate contract to access records.
- 7. During an OSHA inspection, you have the right to have your representative accompany the inspector.**
- A. True
 - B. False
 - C. Only if you sign a waiver
 - D. Only for construction hazards
- 8. What is the importance of language-accessible resources in OSHA Section 4?**
- A. It ensures understanding and effective implementation of safety information for all workers.
 - B. It increases paperwork for HR.
 - C. It is optional and only for non-English speakers.
 - D. It is only relevant for documentation, not training.
- 9. What right protects you if you have a reasonable fear that continuing work could cause death or serious injury?**
- A. Right to refuse dangerous work
 - B. Right to ignore hazardous conditions
 - C. Right to file a complaint after completing the shift
 - D. Right to transfer to another department
- 10. Under what condition may names be omitted from a log entry?**
- A. Never
 - B. Only in a privacy concern case
 - C. If the employee requests a transfer
 - D. If the incident happened off-site

Answers

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1. A
2. A
3. A
4. A
5. A
6. B
7. A
8. A
9. A
10. B

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Explanations

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1. Which information is listed in SDS Section 3 for substances?

- A. Chemical Name; Common Name and Synonyms; CAS Number and Other Unique Identifiers; Impurities and Stabilizing Additives Which Contribute to the Classification of the Substance
- B. Chemical Name and Concentration of Ingredients
- C. Handling and Storage Precautions
- D. Personal Protective Equipment Requirements

Section 3 covers composition/information on ingredients. It lists the exact identity of the chemical, including the chemical name, any common names or synonyms, and identifiers such as the CAS number and other unique IDs. It also includes impurities and stabilizing additives that influence how the substance is classified hazard-wise. This makes it possible to accurately identify the substance and understand its classification and hazards. The other items point to different sections—handling and storage precautions are in Section 7, and personal protective equipment requirements are in Section 8—so they don't belong in Section 3. The listed items in Section 3 are best captured by including the chemical identity, synonyms, identifiers, and any impurities or stabilizers that affect classification.

2. What right do workers have to participate in safety and health activities?

- A. The right to participate in safety and health committees, evaluations, and hazard reporting.
- B. The right to be exempt from safety training.
- C. The right to refuse hazard reporting.
- D. The right to discipline safety personnel.

Participation in safety and health activities is a worker right that empowers you to help shape safety in your workplace. It means you can join safety committees, take part in evaluating how well safety programs work, and report hazards you notice. Workers on the front lines often see problems that aren't obvious from a management perspective, so this participation helps identify risks and drive improvements. In practice, you might sit on a joint safety committee, contribute to reviews of safety procedures, and promptly raise hazards or near-misses so they can be addressed, all with protection against retaliation for doing so. This makes the workplace safer for everyone. The other options aren't aligned with this right: avoiding safety training, refusing to report hazards, or disciplining safety personnel would undermine safety and are not rights granted to workers under OSHA.

3. SDS stands for?

- A. Safety Data Sheets
- B. Safety Disclosure Sheets
- C. Standard Data Sheets
- D. Secure Data Sheets

SDS stands for Safety Data Sheets. These are standardized documents that communicate essential information about a chemical's hazards, ingredients, safe handling and storage, first-aid measures, spill response, and required protective equipment. They are provided by manufacturers and must be readily accessible to workers under OSHA's Hazard Communication Standard and the Globally Harmonized System. The other terms aren't the established terminology used in workplace safety communication.

4. Which item is commonly listed in transport information?

- A. UN number**
- B. Relative density
- C. pH
- D. Solubility

Transport information relies on a standardized identifier that quickly and unambiguously identifies a hazardous material. The UN number is that identifier—a four-digit code assigned to dangerous goods that links the substance to its hazard classification, handling requirements, and emergency response guidance. Because this code is recognized worldwide and across different transport modes, it routinely appears on shipping papers, labels, and emergency information for quick identification during loading, transport, and potential incidents. The other properties listed—relative density, pH, and solubility—are chemical characteristics more relevant to product specifications or safety data sheets, not the core items used to identify and manage materials in transit.

5. Ecological information (often non-mandatory) may include which topics?

- A. Exotoxicity, Persistence and Degradability, Bioaccumulative Potential, Mobility in soil**
- B. UN number, Proper shipping name, Hazard classes
- C. Solubility, Relative density, Viscosity
- D. Auto-ignition temperature, Decomposition temperature, Vapor pressure

Ecological information in safety data sheets focuses on how a chemical behaves in the environment and what effects it can have there. The topics that fit this area are ecotoxicity (effects on aquatic and terrestrial life), persistence and degradability (how long the chemical lasts and how it breaks down), bioaccumulative potential (tendency to build up in organisms over time), and mobility in soil (likelihood of moving through soil and reaching water sources). Together, these topics describe environmental hazards and fate, which is the purpose of ecological information. The other topics listed don't fit ecological information as closely. UN numbers, proper shipping names, and hazard classes relate to transporting the chemical, not environmental impact. Solubility, relative density, and viscosity are general physical properties, not specifically about environmental fate or ecological effects. Auto-ignition temperature, decomposition temperature, and vapor pressure concern stability and flammability, not environmental ecology.

6. Are temporary or contract workers covered by Section 4 rights?

- A. Only full-time workers receive training.
- B. Yes, all workers have the right to a safe, healthy workplace and information, training, and protection.**
- C. No, only permanent employees.
- D. They must obtain a separate contract to access records.

Temporary and contract workers are protected under Section 4 because OSHA rights apply to every person performing work on a regulated job site, not just permanent employees. They have a right to a safe and healthy workplace, to be informed about hazards, to receive appropriate training, and to be protected from retaliation for exercising those rights. In practice, this means the host employer and any staffing agency must ensure temporary workers receive the same safety information and training as permanent staff and have access to the necessary records and safety communications. There isn't a separate contract requirement to access records, and training isn't limited to full-time workers—the obligations apply based on the work being performed, not the employment status.

7. During an OSHA inspection, you have the right to have your representative accompany the inspector.

A. True

B. False

C. Only if you sign a waiver

D. Only for construction hazards

You have the right to have a representative accompany the OSHA inspector during an inspection. This representative can be a coworker or a union representative chosen by you. Having someone with you helps ensure clear communication, allows the representative to point out hazards, review records, and ask questions, making the inspection fair and accurate. This right applies to all workplaces, not just construction, and you don't need to sign any waiver to exercise it. Note that some information may be protected by privacy rules, but the basic right to accompaniment remains.

8. What is the importance of language-accessible resources in OSHA Section 4?

A. It ensures understanding and effective implementation of safety information for all workers.

B. It increases paperwork for HR.

C. It is optional and only for non-English speakers.

D. It is only relevant for documentation, not training.

Language-accessible resources matter because they bridge communication gaps that can put workers at risk. When safety information, training, labels, and hazard communications are available in languages workers understand, people can recognize hazards, follow procedures correctly, use PPE properly, and respond appropriately in an emergency. This supports workers' rights under OSHA to receive information and training in a language they understand, enabling them to participate in safety discussions and raise concerns without barriers. Therefore, the most fitting idea is that making resources accessible in workers' languages helps ensure that safety information is understood and actually applied by everyone on the job. It isn't about adding HR paperwork; it isn't optional for non-English speakers, and it isn't limited to documentation only—it's essential for both training and everyday safety communications.

9. What right protects you if you have a reasonable fear that continuing work could cause death or serious injury?

A. Right to refuse dangerous work

B. Right to ignore hazardous conditions

C. Right to file a complaint after completing the shift

D. Right to transfer to another department

The main idea being tested is your right to refuse dangerous work. When you have a reasonable fear that continuing could lead to death or serious injury, you're protected to stop the task and raise the hazard without fear of punishment. This right lets you pause work, leave the area if needed, and prompt your employer to fix the hazard or reassign you to a safe task. The employer must investigate and correct the danger, and you should not face retaliation for exercising this right. The other options don't fit because ignoring hazardous conditions isn't allowed and doesn't protect you in the moment, filing a complaint after completing the shift doesn't address the danger now, and transferring to another department isn't the same immediate protection for a dangerous condition.

10. Under what condition may names be omitted from a log entry?

- A. Never
- B. Only in a privacy concern case**
- C. If the employee requests a transfer
- D. If the incident happened off-site

Names can be omitted from the OSHA 300 log only when the incident involves a privacy concern. This rule protects an employee's privacy while still allowing the incident to be recorded. In such cases, the log entry uses a generic label like "privacy case" instead of the employee's name, and the identifying details are kept in confidential records (on the accompanying forms). For all other cases—whether the employee requests a transfer, the incident happened off-site, or there's no privacy issue—the employee's name must appear on the log.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://oshasec4workerrights.examzify.com>

We wish you the very best on your exam journey. You've got this!

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