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## The Commode and the Law

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## *The Commode And the Law*

The Jan. 13 Work Week column refers to my new book "Void Where Prohibited: Rest Breaks and the Right to Urinate on Company Time," (Cornell University Press) as stating that "no federal law assures workers time off to use restrooms." In fact, the book explains that the Occupational Safety and Health Administration's 25-year-old sanitation standard requiring employers to "provide" toilets to their employees makes no sense whatsoever unless it is interpreted to include the obligation to let workers use those toilets. In other words, employers that do not let their employees use the toilet violate the regulation by failing to "provide" toilets. Unfortunately, although the law may theoretically give workers the right to use the bathroom, the agency that administers the law did not, until confronted with the information in this book, choose to enforce it.

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