

**DIVISION OF OCCUPATIONAL SAFETY AND HEALTH
CONSULTATION SERVICES BRANCH
POLICY AND PROCEDURE MANUAL**

TITLE: PARTNERSHIP PROGRAMS: _____

P&P D-61

GOLDEN GATE RECOGNITION _____

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AUTHORITY: OSHA Act Section (2)(b)(1), 29 CFR Part 1952, 29 CFR 1908, Federal OSHA CPPM (2015), and California Labor Code Sections 6300 and 6354.

POLICY: It is the policy of the Division of Occupational Safety and Health to provide opportunities for entire industries and individual establishments to work as partners with labor and Cal/OSHA in implementing and maintaining high standards of workplace safety and health management. The resulting partnerships offer several levels of recognition to qualified companies and their employees:

- Voluntary Protection Program (fixed site) and Voluntary Protection Program - Construction: The leadership recognition levels for companies that have highly effective safety and health management systems.
- Cal/SHARP: For high hazard companies that are maintaining advanced safety and health management systems.
- Golden Gate: For high-hazard companies that are maintaining effective safety and health management systems.

As an incentive for employers to improve workplace safety and health management, the VPP, VPP – Construction and Cal/SHARP levels have provisions for programmed inspection exemptions.

PROCEDURES: Golden Gate recognition is site-specific. A company may receive a letter of commendation from the Cal/OSHA Consultation Service if the company requests and receives a full-service both Cal/OSHA Consultation visit at the worksite to be evaluated, and subsequently meets all the qualifications for Golden Gate recognition. Companies qualified for Golden Gate recognition do not receive any kind of inspection exemption, except the traditional enforcement programmed inspection deferral associated with a consultation visit in progress (visit in progress is defined as the time from the opening conference through the end of any correction due dates). Golden Gate recognition only represents the conditions and the effectiveness of the Injury and Illness Prevention Program and other required safety and health management systems on the day the full-service both visit was made. There are no renewals once Golden Gate recognition is achieved by a company at a specific worksite. However, a change of ownership or location will allow the new owner, or the same company at a new location, the opportunity to receive Golden Gate recognition.

A. QUALIFICATIONS

A company's worksite may be considered for Golden Gate recognition if it meets the following qualifications:

1. Employs at least one employee but not more than 249 employees at the worksite evaluated and not more than 500 employees company-wide.
2. The worksite receives a full-service both consultative visit by the Cal/OSHA Consultation Services Branch. Refer to P&P D-31(A) for a definition of full-service both visit.
3. The company's primary classification or the classification of the worksite being evaluated is considered to be of a high hazard nature at the time of the evaluation. For purposes of this program, all primary and secondary employers as defined in P&P D-30 (A)(1) and (A)(2) are considered high hazard employers.
4. Has met the minimum standards for an effective Injury and Illness Prevention Program and other required safety and health management systems (e.g. Lockout/Tagout, Confined Space, Hazard Communication etc..) as required by the California Code of Regulations, Title 8, Section 3203 or 1509.
5. Has a good compliance history as defined below.
 - a. Fixed worksite

No final order willful, repeat, or willful-repeat citations at the worksite within twenty-four (24) months from the date of the opening conference, or serious citations related to a serious injury or exposure at the worksite within twelve (12) months from the date of opening conference.
 - b. Non-fixed worksite

No final order willful, repeat, or willful-repeat citations at any worksite within twenty-four (24) months from the date of the opening conference, or serious citations related to a serious injury or exposure at the worksite to be evaluated within twelve (12) months from the date of the opening conference.
 - c. Citations under appeal

Golden Gate recognition requires a full-service both visit. A full-service both visit cannot be performed while any citations are under appeal. Reference P&P D-31(A) for definition of full service both and D-31(F)(2) for enforcement activity. Therefore, since a full-service both visit cannot be performed, the employer is automatically not eligible for Golden Gate at this time.

B. AREA OFFICE RESPONSIBILITIES

1. Not all high hazard employers will be eligible for Golden Gate recognition. It is incumbent upon the Consultant and Area Manager to determine which employers meet the requirements for recognition, which employers require more time and assistance, and which employers may be eligible for other partnership programs. Some employers will have a superior safety and health management system and may already be eligible for Cal/SHARP, Voluntary Protection Program (fixed site), or Voluntary Protection Program Construction partnership exemption programs.
2. OIS data base entry must include the following:
 - a.) The request and visit must be entered as a full-service both type of visit.
 - b.) The visit must include the optional coding P 05 Golden Gate.
3. Upon the Area Manager's approval the following information shall be logged in the Tracking Data Folder in Conssteps regarding the Golden Gate:
 - a.) Establishment Name
 - b.) City
 - c.) On-site date
 - d.) SIC
 - e.) NAICS
 - f.) Number of employees
 - g.) RID
 - h.) Visit number
 - i.) Request number
 - j.) Single or multiple visits performed to achieve Golden Gate
4. The letter of commendation (see P&P D-61 Appendix A) will be completed and signed by the Consultant and Area Manager. The letter will be to and mailed with the employer's written report.

NOTE: The commendation letter shall include the visit date in the body of the letter and the mailing date in the upper left hand corner.

C. RENEWAL

Only one Golden Gate letter of commendation is provided per worksite. There are no Golden Gate renewals at a worksite that has already received Golden Gate recognition. A company that has received Golden Gate recognition should be encouraged to apply for SHARP or VPP recognition. Companies that have previously received Golden Gate recognition that change locations or change ownership at the same location will be eligible for Golden Gate recognition, but

only after a full-service both visit has been made and the employer has met all of the qualifications set forth in this policy and procedure.

State of California
Department of Industrial Relations
Cal/OSHA Consultation Services Branch
Area Office Address
Area Office Phone Numbers

Edmund G. Brown, Jr., *Governor*



Certificate # xxxxx

Mailing Date

To: Contact
Company Name
Address

GOLDEN GATE RECOGNITION SITE:
Location Name/Company Name
Address

GOLDEN GATE PARTNERSHIP RECOGNITION

Dear Mr./Ms. :

Congratulations, your company has been recognized by the Cal/OSHA Consultation Service for its effort in implementing and maintaining an effective Injury and Illness Prevention Program (IIPP) during the Cal/OSHA Consultation Service visit on xxxxxxxxxxxxxx.

Golden Gate recognition was developed to provide motivation and support to employers who proactively work with their employees and the Cal/OSHA Consultation Service. During our consultative visit to your company, your managers and employees demonstrated a commitment to continuously improve the effectiveness of its workplace safety and health management system. This commitment to workplace safety and health is being commended by the Cal/OSHA Consultation Service. Thank you for taking an active participation in occupational safety and health in your workplace.

Sincerely,

Name
Area Manager

Name
Associate Safety Engineer



This letter does not exempt your company from future enforcement activities, nor does this letter mean that your workplace is free from potential workplace safety and health hazards. The Cal/OSHA Consultation Service is available to provide advice and assistance in reducing workplace safety and health hazards and improving your safety and health management systems.