



CAL/OSHA CONSULTATION SERVICES BRANCH



CAL/SHARP

(Safety and Health Achievement Recognition Program)

APPLICATION AND INFORMATION PACKET

December 2025

For information on this or any of the Cal/OSHA Recognition and Exemption Programs, contact the Cal/OSHA Consultation Service Employer Assistance Office nearest to you.

Table of Contents

Table of Contents	2
A PARTNERSHIP WITH CAL/OSHA	3
ABOUT CAL/SHARP	3
QUALIFICATIONS	4
THE CAL/OSHA SHARP PROCESS	7
RENEWALS.....	9
COMPANY OBLIGATIONS.....	10
I. Company Information	11
II. Company Representative	11
III. Injury and Illness Prevention Program and Required Written Programs	11
IV. Performance Measures for Previous Three Full Calendar Years	11
Three-Year TRC Calculation	12
Three-Year DART Rate Calculation	12
6. UNION SIGNATORIES (If applicable).....	13
7. Checklist Evaluation	13
Dual Employer Situation	13
Multi-Employer Situation.....	14
Statement of Commitment and Understanding	14
CAL/SHARP - CONTACT INFORMATION.....	16
EMPLOYER ASSISTANCE PROGRAM	16



A PARTNERSHIP WITH CAL/OSHA

It is the policy of the Division of Occupational Safety and Health to provide opportunities for 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 (VPP) and Voluntary Protection Program – Construction (VPP-C): 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.

ABOUT CAL/SHARP

- Cal/SHARP (California Safety and Health Achievement Recognition Program) is site-specific and designed for high-hazard companies, including companies with non-fixed work sites such as but not limited to construction. Company worksites that meet the requirements of this program receive recognition and programmed-inspection exemption by Cal/OSHA. Cal/SHARP work sites are recognized as work sites expected to have a significantly lower risk for serious accidents than other companies with worksites in the same industry. In turn, this allows Cal/OSHA to focus its programmed inspection efforts on other work sites.
- Cal/SHARP companies must demonstrate that they have management commitment and employee involvement in their safety and health management system. The company must also demonstrate that its safety and health management system is effective in preventing accidents at the worksite.
- Individual employers may have up to three sites in California (fixed or non-fixed) participating in Cal/SHARP at any given time.
- The Cal/SHARP application and approval process is managed through the Cal/OSHA Consultation Services Branch on-site visit process. When achieved, Cal/SHARP status will be granted to the worksite and will be applicable for two years. Participants must complete an Interim Year Site Self-Evaluation Report after the first 12 months of approval. Participants may receive renewal of their Cal/SHARP status if they continue to meet eligibility requirements and receive a satisfactory comprehensive safety and health onsite evaluation visit.



QUALIFICATIONS

Your company may be considered for Cal/SHARP recognition if it meets the following qualifications:

1. Employ at least one employee corporate wide.
2. Have all current applicable licenses and permits required in California.
3. Be considered a High-Hazard (HH) company as defined by the Cal/OSHA Consultation Services Branch. The current definition includes:
 - a. Industry identified in the Division's strategic/annual plans, or
 - b. An establishment with a North American Industry Classification (NAIC) coding listed that is considered High Hazard based on the industry's Days Away, Restricted, or Transferred (DART) rate.
4. All eligible employers shall have been in business in California for a minimum of three full calendar years. Fixed sites shall be in operation at the site for a minimum of one full calendar year. Construction worksites shall be eligible from the beginning of the project.
5. Request a full-service (both safety and health) consultation visit that involves a detailed hazard identification survey and a comprehensive assessment of the work site's safety and health management system.
6. Have a good Cal/OSHA history, including no Final Order willful, repeat, or willful-repeat citations at the worksite within 12 months from the date of the Cal/SHARP opening conference or accident-related serious citations related to a serious injury or exposure at the worksite within 12 months from the date of the Cal/SHARP opening conference.

NOTE: Cal/SHARP status requires one or more full-service (both – safety and health) visits. A full service (both safety and health) visit cannot be performed while any citations are under appeal at the site. Therefore, since a full service (both) visit cannot be performed, the company is not eligible to be evaluated for Cal/SHARP.

NOTE: The employer must submit completed hazard abatement documentation for all Final-Order citations received prior to the SHARP application.

7. Provide all available information requested and required to evaluate the company's safety and health management system.
8. Have no program(s) that intentionally or unintentionally provide employees working at the worksite with an incentive to not report injuries/illnesses or safety/health hazards they may observe. This includes all companies working at the worksite. The employer must correct this item within 90 calendar days, or they will be withdrawn from the application.

NOTE: Examples may include but are not limited to programs that have zero injury/ illness goals. Recognition programs should use leading indicators.



9. Where a dual- or multi-company situation exists at a worksite the applying company must ensure all required responsibilities have been met (See page 14 of this packet).

NOTE: In the case of a dual-company situation where the applying company is considered a secondary employer, its Injury and Illness Prevention Program (IIPP) must address the dual-employer scenarios that may exist at the workplace being evaluated. Additionally, the primary employer must agree to participate to the extent the IIPP, including the safety and health management system, can be evaluated for effectiveness.

In the case of a multi-company situation, the applying company must, by contract or practice, function in the role of the controlling employer. The applying company's IIPP must clearly address its controlling-employer responsibilities and functions. Also, in multi-employer situations, subcontractors must agree to participate in the onsite visit process.

10. Provide the Cal/OSHA Consultation Service with a list of all unions with which it is signatory with.

11. Demonstrate a lower-than-average number of injuries and illnesses statewide over the previous three full calendar years (for applicant company) and at the worksite being evaluated for the time period it has existed. Successful applicants shall meet or exceed at least two of the following ratings:

- a. Experience Modification (ExMod) Rating below 90%
- b. Days Away, Restricted or Transfer (DART) rate below 90% of the most- recent industry average.
- c. The Total Recordable Case (TRC) rate is below 90% of the most recent-industry average.

NOTE: See page 13 of this packet for guidance on making DART and TRC calculations.

Establishments that fall below the threshold for keeping OSHA Forms 300 and 300A and/or are in an industry exempted from keeping these OSHA logs must also have their injury and illness rates assessed as part of the process for determining eligibility to participate in SHARP. In these instances, the consultant will determine the establishment's injury and illness rates using available employer information and data that is similar to the OSHA Forms 300 and 300A for the most recent full calendar year and will record the resulting data into the OSHA Information System (OIS). Below is a description of the methods for calculating the DART and TRC rates and how to assess data.

12. Correct all hazards (Serious, General, and Regulatory) discovered during the Cal/SHARP evaluations in a timely manner. Verification of correction must be assured by one of the following methods:
 - a. Visual observation noted in a subsequent report to the company.
 - b. Written assurance with signature by the company.



13. Allow both Cal/OSHA Enforcement and Cal/OSHA Consultation onto the applicant's worksite(s) at any time during the application and participation period.
14. **Anti-Retaliation Program.** The Consultation Program Manager (CPM) will recommend to employers seeking SHARP approval that their establishment implements an anti-retaliation program. The anti-retaliation program should address management leadership, commitment, and accountability; provide a system for listening to and resolving employee safety and compliance concerns; provide a system for receiving and responding to reports of retaliation; provide anti-retaliation training for employees and managers and involve a plan for program oversight. (See Recommended Practices for Anti-Retaliation Programs, OSHA Publication 3905).
15. Post the SHARP Certificate in a conspicuous place upon receipt.
16. Fixed-sites must have received a Golden Gate Letter of Recognition for the site to be evaluated. Non-fixed work sites, such as construction, shall be considered on a case-by-case basis.
17. Complete and submit a satisfactory interim site self-evaluation report after 12 months of approval.
18. The owner or CEO of the company must sign the application indicating their willingness to participate and maintain their safety and health management system.

NOTE: The highest-ranking company official in California must sign the application.



THE CAL/OSHA SHARP PROCESS

The Cal/SHARP process includes the following four phases:

1. Application
2. Review of the IIPP and other mandated programs.
3. Site Evaluation(s) to validate that the IIPP is effective.
4. Final Approval
5. Interim Self-Evaluation at the 12-month milestone.

1.) Application

The company must complete and sign the application found on pages 11-14 of this packet. Once completed, the application can be forwarded to the Cal/OSHA Consultation Area office that would normally service the worksite.

The following information must accompany the application:

- a) The previous five calendar years of loss runs, hours worked annually, and completed Cal/OSHA Log 300s and 300As when required.
- b) Completed multi-employer and/or dual-employer worksheet (Comments shall be specific and explain the company's approach to each multi/dual-employer question).
- c) Form 33, completed by the company (Comments shall be specific and explain the company's current approach to each element).
- d) Copies of the company's written programs and procedures when required.

NOTE: Failure to provide the items may result in a delay in the Cal/SHARP process.

NOTE: Links to Form 33 and the Assessment Tips for filling out Form 33 can be found on page 15 of this packet.

NOTE: Hard copies or electronic copies may be provided.

The Area Manager will contact the applicant within 10 working days from receipt of the application if more information or clarification is needed. The company will be allowed up to 30 days to provide the additional information.

If it is clear that the company cannot qualify for Cal/SHARP, the Area Manager will suggest to the company that the request for Cal/SHARP be withdrawn until the applicant can meet the minimum eligibility requirements.



2.) Review of the Injury and Illness Prevention Program (IIPP)

Once the application is evaluated and it is determined the company meets the qualifications to proceed, the company will be contacted to set up a meeting to review their safety and health management system. This meeting can either take place at the worksite or offsite.

Union signatories must be invited and encouraged to participate in this meeting.

NOTE: The company is responsible for contacting and inviting labor representatives. The purpose of this meeting is to allow the company representatives to explain how the company's worksite safety and health management system is designed to protect all workers at the worksite. The IIPP requirements and all Form 33 evaluation criteria must be reviewed and discussed. Discussion should include all processes, rules, and procedures that demonstrate how the company upholds its worksite safety and health responsibilities in a dual and/or multi-employer environment.

At the conclusion of the safety and health program conference, if the company has not satisfactorily presented enough information or material to lead to a conclusion that their safety and health management system can be implemented at the worksite and will be effective at protecting workers from preventable injuries and illnesses, then the consultant shall inform the company representatives of their concerns. The company will be provided up to 90 days to prepare the information and arrange for a future safety and health program conference including the union signatories.

NOTE: When a company has at least one existing site in Cal/SHARP and the assigned consultant is familiar with the company's safety and health management system, phase 2 can be limited to any changes the company may have made to their system since the consultant last evaluated it and any issues unique to the site to be evaluated.

3.) Site Evaluation(s) to Validate that the Injury and Illness Prevention Program is Effective

Within 14 days following the meeting to review the applicant's safety and health management system, the consultant will contact the company and arrange to make a worksite evaluation.

NOTE: Union signatories must be invited and encouraged to participate in the onsite evaluation. The company, not the consultant, is responsible for contacting all company and labor representatives.

The work site evaluation will focus on:

- Validation of the effectiveness of the company's IIPP with written supporting documentation and interviews of personnel;
- Verification of the scores on the Form 33 that accompanied the application;
- The company's overall control of safety and health at the site as it relates to subcontractors (multi-employer situations) and/or leased employees (dual-employer situations);
- Observation of safe work practices;
- The company's ability to identify hazards and correct them in a timely manner, thus minimizing preventable accidents and exposures.



Upon completion of the worksite evaluation, the consultant will prepare a written report that documents the effectiveness of the company's worksite safety and health management system including documentation regarding the Cal/SHARP Form 33 evaluation criteria and those issues related to dual and/or multi-employer.

In the event multiple visits are made, after each visit a written report will be prepared for each worksite to update the company regarding their progress toward attaining Cal/SHARP.

To confirm the effectiveness of the safety and health management system at the establishment prior to final approval a consultant will make at least one unannounced visit to the worksite.

If the consultant concludes that improvement or correction is needed in one or more areas of the applicant's Injury and Illness Prevention Program, then the applicant will be informed and arrangements will be made to assist the applicant in improving those areas with the use of an action plan. The consultant and the company will agree upon a time period in which improvements must be accomplished.

4.) Final Approval

Final approval of Cal/SHARP recognition is by the Chief of Cal/OSHA.

Following final approval, a formal letter of Cal/SHARP participation and a certificate stating the exemption period will be provided to your company recognizing your achievement. The certificate will be signed by the CPM for the Cal/OSHA Consultation Service and the Chief of Cal/OSHA.

The approval period starts on the date that the Chief of Cal/OSHA approves the Cal/SHARP. The termination date is 24 months from the date of approval.

An individual company may have up to three worksites (fixed or non-fixed) in Cal/SHARP at any given time.

RENEWALS

The renewal requires re-application at least 90 days before the expiration of the current recognition. The Area Manager must notify the participant at least 60 to 180 days before the expiration of their current partnership period via email.

SHARP partnerships can be renewed for an additional 24 months, under the condition: employers submit a satisfactory Interim Year Site Self-Evaluation Report after the first 12 months of approval; continue to meet eligibility requirements; and receive a satisfactory comprehensive safety and health onsite evaluation visit. The report shall, at a minimum, include information describing:

- a. Updated Ex-Mod, TRC, and DART information;
- b. Any changes to the safety and health management system at the worksite;
- c. Any changes in key management personnel;
- d. Any changes regarding dual- and/or multi-employer relationships; and
- e. New processes, equipment, procedures, or hazardous substances not previously evaluated by a Cal/OSHA



COMPANY OBLIGATIONS

Once your company has been recognized as a Cal/SHARP participant and receives its programmed inspection exemption status, your company's Cal/SHARP worksite is then obligated to:

- Promptly inform your Cal/OSHA Consultation Services Branch contact regarding:
 - Any Cal/OSHA Enforcement actions at your Cal/SHARP company worksite;
 - Any serious injury, illness, or fatality involving any employee working at any worksite in California controlled by a Cal/SHARP employer;
 - Any media coverage related to worksite worker safety and/or health issue at any worksite in California controlled by a Cal/SHARP employer;
 - Any unplanned collapse of a permanent or temporary structure, scaffolding, falsework, or cranes at any worksite in California controlled by a Cal/SHARP employer;
 - Any citations are issued by Cal/OSHA Enforcement to any employer at a Cal/SHARP worksite;
 - Any Willful, Repeat, or Serious accident-related or exposure-related citations are issued by Cal/OSHA to any employer at a Cal/SHARP work site;
 - Requests made for temporary or permanent variances at a Cal/SHARP work site;
 - Significant changes in the safety and health management system, or;
 - Changes in ownership, top management, safety staff, worksite location, or worksite superintendent(s) that may impact the safety and health management system or significant changes to signatory unions.

- Post the SHARP Certificate in a conspicuous area at the worksite
- Maintain a satisfactory compliance history;
- Allow Cal/OSHA enforcement or consultation personnel (Cal/OSHA Enforcement or Cal/OSHA Consultation Service) access to the Cal/SHARP worksite;
- Maintain Cal/SHARP company safety and health management system standards as demonstrated during the evaluation period;
- Voluntarily withdraw from Cal/SHARP participation if any of the above obligations are not met during the exemption period.



I. Company Information

Company Name:	
DBA if applicable:	
Jobsite Address:	
Type of work performed:	
City, State, Zip:	
Phone number:	
NAICS/Secondary NAICS:	

II. Company Representative

Name:	
Title:	
Email Address:	
Business / Cell / Fax #:	
Alternative Contact:	
Alt. Email Address:	
Address:	
Alt. Business / Cell #:	

III. Injury and Illness Prevention Program and Required Written Programs

INJURY AND ILLNESS PREVENTION PROGRAM AND ANY OTHER WRITTEN PROGRAMS REQUIRED BY CAL/OSHA (INCLUDE COPIES WITH THIS APPLICATION).

IV. Performance Measures for Previous Three Full Calendar Years

PERFORMANCE MEASURES FOR PREVIOUS THREE FULL CALENDAR YEARS (OR FOR AS MANY YEARS AS YOU HAVE DATA. ATTACH SUPPORTING DOCUMENTATION).

Enter data for each calendar year:

Calendar Year				Calculate 3-Year Averages
Employee Hours				
Number of Employees				
Experience Modification Rate (ExMod)				
Days Away, Restricted, or Transferred (DART)				
Total Recordable Cases (TRC)				



Note: Averaging of employer Log 300 data is done with raw data, not incident rates (reference Federal CSP 02-00-005 for more information). For DART and TRC comparison, the company’s three-year average shall be compared to the rate for their North American Industry Classification System (NAICS) published by the Bureau of Labor Statistics (BLS).

Three-Year TRC Calculation

To calculate the three-year TRC, add the number of all recordable injuries and illnesses for the past three years and divide by the total hours worked for those years. Multiply the result by 200,000.

$$TRC = \frac{[(\#inj + \#ill) + (\#inj + \#ill) + (\#inj + \#ill)] \times 200,000}{[hours + hours + hours]}$$

NOTE: #inj + #ill in the above formula are the added total from columns H, I, and J on the log 300 form. Employee hours should reflect all full and part-time workers, including seasonal, temporary, administrative, supervisory, and clerical.

Three-Year DART Rate Calculation

To calculate three-year DART rates, use the same formula as in the Three-Year TRC Calculation above, except add the number of all recordable injuries and illnesses resulting in days away from work, restricted work activity, and/or job transfer for the past three years.

$$DART = \frac{[(\#DARTinj + \#ill) + (\#DARTinj + \#ill) + (DART\#inj + \#ill)] \times 200,000}{[hours + hours + hours]}$$

NOTE: A DART rate is an injury and illness reporting term that stands for Days Away, Restricted or Transferred from work. In the above formula, (#DART inj + ill) is the added total from Columns H & I on the log 300 form.

NOTE: Rounding instructions. You must round the rates to the nearest tenth following standard mathematical rules. For example, round 5.88 up to 5.9; round 5.82 down to 5.8; round 5.85 up to 5.9; etc.

5. EXPLANATION OF HIGH RATES AND/OR OTHER SUPPORTING DATA (If applicable):



6. UNION SIGNATORIES (If applicable)

Union	Business Representative	Name and Phone Number

If your company has a dual- and/or multi-employer situation, you can use the checklist on the next page to perform a self-evaluation of your workplace safety and health programs concerning dual- or multi-employer responsibilities.

7. Checklist Evaluation

The following items on the checklist shall be used if applicable to the Cal/SHARP work site.

Dual Employer Situation

	Effectively Implemented (Yes/No)	Action Needed
Are the health and safety responsibilities of Primary and SHARP candidate companies clearly and effectively outlined in the contract?		
Does the Primary Company supervise its employees on-site?		
Does the SHARP candidate company specifically address the supervision and training of Primary Company employees in the workplace IIPP?		
Is site-specific training of Primary Company employees being performed effectively?		
Does the SHARP candidate company provide initial oversight of new Primary Company employees to ensure that the employees have been adequately trained, including the necessary PPE?		
Is the SHARP candidate company, including Primary Company employees, on its Log 300 (for those employees being supervised)?		
Does the SHARP candidate company's IIPP adequately include Primary Company employees being supervised?		
Is there an effective communication process between the Primary and SHARP candidate companies that ensures identified hazards and controls are effectively addressed?		



Multi-Employer Situation

	Effectively Implemented (Yes/No)	Comments / Action Needed
Is there an effective mechanism in place at the workplace being evaluated that ensures that all hazards inherent to the workplace are communicated to other companies?		
Are the potential hazards created by one company being effectively communicated to the other companies so that adequate employee exposure to those hazards can be controlled?		
Does the SHARP candidate company exercise the necessary oversight to ensure that visiting contractor companies follow their contractual health and safety obligations?		
Does the SHARP candidate company have an effective system in place that will quickly stop the unsafe actions of another company?		
Are employees actively involved in watching for hazardous situations? Actively involved refers to employees and management constantly observing and assessing workplace hazards, controls, and work practices while they perform their job and then following procedures to ensure failures are corrected.		
Does every worker on-site receive structured safety and health orientation?		
Are contractors required to have an injury and illness prevention program?		
Do all contractors understand their responsibilities at a multi-company work site?		
Are there effective sanctions for contractor non-compliance with safety and health rules and standards?		

Statement of Commitment and Understanding

(Owner/CEO to sign the statement below or attach a letter in your own words with the same assurances.)

I understand the company’s safety and health obligations while applying for and participating in the Cal/SHARP Program. I also understand that the company may withdraw its participation at any time or for any reason should we so desire.

In applying for the Cal/SHARP Program I agree to make all requested occupational safety and health information available to Cal/OSHA upon request and to allow the Consultation Service to make visits to any of our sites in California.

Signature (Owner or CEO of Applicant Company):	
Date:	



SAMPLE REVIEW ELEMENTS

Participation in the Cal/SHARP program requires that your company implement and maintain highly effective safety and health management system. Your local Cal/OSHA Consultation Service Area Office can provide you with a copy of a blank Form 33, which includes a 58-element evaluation list and self-assessment tips handout, or you can download copies from the following websites:

Form 33 -http://www.dir.ca.gov/dosh/cal_vpp/33Formdoc.pdf

Assessment Tips -http://www.dir.ca.gov/dosh/cal_vpp/form33_tip_sheet.pdf



CAL/SHARP - CONTACT INFORMATION



Website: www.dir.ca.gov

E-Mail: infocons@dir.ca.gov

Toll-Free Number: 800-963-9424



*Cal/SHARP is administered by
the Employer Assistance Program offices listed below.
Contact the office nearest to you for assistance.*

EMPLOYER ASSISTANCE PROGRAM

Sacramento - Northern California

Manager: Michele Grubbs
1750 Howe Avenue, Suite 490
Sacramento, CA 95825
(916) 263-0704

Oakland - San Francisco Bay Area

Manager: Nick Gleiter
1515 Clay Street, Suite 1103
Oakland, CA 94612
(510) 622-2891

Fresno - Central Valley

Manager: Darrin Stephens
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Fresno, CA 93721
(559) 445-6800

San Fernando Valley – Santa Barbara, San Fernando Valley

Manager: Carla Slepak
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La Palma – Los Angeles, Orange

Manager: Ji-Young Oh
1 Centerpointe Drive, Suite 150
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