



ALLIANCE AGREEMENT
BETWEEN
THE STATE OF CALIFORNIA
DIVISION OF OCCUPATIONAL SAFETY AND
HEALTH AND
CALIFORNIA DOMESTIC
WORKERS COALITION

The Division of Occupational Safety and Health (Cal/OSHA) and the California Domestic Workers Coalition (CDWC) ("Participants") value the power of a collaborative relationship to promote workplace safety and health for domestic workers in California.

Cal/OSHA's Alliance Program establishes Alliance Agreements to provide outreach, education, health and safety awareness training, communication, and other collaborative efforts to promote workplace safety and health.

The Division of Occupational Safety and Health (DOSH), better known as Cal/OSHA, protects and improves the health and safety of working men and women in California and the safety of passengers riding on elevators, amusement rides, and tramways – through the following activities:

- Setting and enforcing standards
- Providing outreach, education, and assistance
- Issuing permits, licenses, certifications, registrations, and approvals

The California Domestic Worker Coalition (CDWC) is composed of more than 20 community-based organizational affiliates and is the leading voice for the more than 325,000 housecleaners, homecare workers, and nannies who work in private homes across the state

Cal/OSHA and CDWC (“the Participants”) agree to enter into this Alliance Agreement to achieve the following:

Overall Objective

The Participants hereby establish a collaborative relationship to provide information and access to education and health and safety awareness training and resources to promote workplace safety and health for California’s workers.

As part of this Alliance Agreement (“Agreement”), the Participants will coordinate events, meetings, or other projects to raise awareness of occupational safety and health laws and regulations in the domestic worker and residential care industries. Through this coordination, the Participants share information through outreach and communication to external and interested stakeholders. Additionally, the Participants will provide staff in CDWC and Cal/OSHA with an increased working knowledge of safety and health hazards related to domestic work and general industry, as well as procedures, methods, and prevention techniques to mitigate these hazards in the workplace.

Alliance Training Initiative

The Participants agree to work together to achieve the following goals over the course of this two-year agreement:

- Once per year at least, CDWC will provide training on the CDWC organization and the household domestic service workers industry to Cal/OSHA units, including but not limited to Enforcement, Consultation, and DOSH Legal.
- Once per year at least, Cal/OSHA will provide health and safety awareness training for CDWC including but not limited to the following:
 - General health and safety awareness training
 - Complaint process and procedures
 - Consultation Services Program and procedures
- **Worker Focused Informational session**
 - DOSH Complaint process for CDWC, CBOs, and Workers
- **Employer Informational session**
 - DOSH Consultation Service Program for CDWC and Employer Group.

Information Sharing and Statewide Dialogue

The participants agree to work together to achieve the following goals:

- CDWC will publicly share information on Cal/OSHA’s State Emphasis Programs (SEPs), occupational safety and health rulemaking website link, through CDWC’s website.
- CDWC and Cal/OSHA will convene or participate in 2-4 stakeholder events per calendar year, such as a forum, roundtable discussion, or stakeholder meeting on safety and health hazards in the household domestic service workers industry.

Outreach and Communication

The participants will work together over the course of this two-year agreement to achieve the following outreach and communication goals:

- Conduct 1-3 joint outreach events annually
- Participation may include the **Workers' Memorial Event** and other relevant engagements. Distribute information on the recognition and prevention of workplace hazards (e.g., via print, social media, electronic media, and electronic assistance tools), using Cal/OSHA's and CDWC's websites, to employers and workers engaged in domestic household work and general industry.
- Promotion and distribution of appropriate Cal/OSHA publications by CDWC:
 - Linking to specific Cal/OSHA publications within related CDWC website content as appropriate.
 - Distribution of applicable Cal/OSHA publications to CDWC members and network
- Promotion and distribution of appropriate CDWC publications by Cal/OSHA:
 - Linking specific CDWC publications within related Cal/OSHA website content as appropriate.
 - Distribution of applicable CDWC publications to employers and employees.

This Agreement provides CDWC with an opportunity to participate in a voluntary cooperative relationship with Cal/OSHA for purposes such as health and safety awareness training and education, outreach and communication, and promoting statewide dialogue on workplace safety and health.

Alliance Agreements are valuable tools for both Cal/OSHA and its Alliance Participants. By entering into an Alliance Agreement with an organization or entity, Cal/OSHA is not endorsing any of that organization's products, services, or beliefs; nor does Cal/OSHA enter into an Alliance to promote a particular organization or entity's products, services, or beliefs.

Logo Usage Agreement

The Cal/OSHA Alliance Program logo (Logo) is the property of Cal/OSHA and the State of California Department of Industrial Relations (DIR). It is not available for use by the general public. Cal/OSHA and DIR permit use of the Logo only by active Alliance Program Partners, and only pursuant to the [license set forth here](#).

The following information supplements the license by providing an easy guide to permitted uses of the Logo. Upon request, Cal/OSHA will review proposed uses of the Logo by Alliance Program Partners.

Appearance of Logo

The Cal/OSHA Alliance Program Logo cannot be altered from how it appears on the Alliance webpage at <https://www.dir.ca.gov/dosh/Alliance-logo-guidelines.html> except that:

- The overall size may be increased or decreased for aesthetic purposes, but the Logo cannot constitute more than 10% of the page on which it appears.
- The Logo may appear in black and white; grey and white; or in the colors used above. No other colors may be added or used.

Use by Alliance Program Partners and approved by Cal/OSHA - Mandatory Acknowledgment

Regardless of the media in which the Logo appears, Alliance Program Partner's use of the Logo must be accompanied by the following acknowledgment:

As a member of the Cal/OSHA Alliance Program, [name of Partner using the Logo] developed this _____ for informational purposes only. The content herein does not necessarily reflect the official views of Cal/OSHA or the Department of Industrial Relations (DIR). Use of the Cal/OSHA Alliance Program Logo does not and is not intended to confer endorsement of this content. The Cal/OSHA Alliance Program Logo indicates [name of Partner using the Logo]'s status as a Cal/OSHA Alliance Program Partner.

Cal/OSHA Alliance Program Partners may use the Cal/OSHA Alliance Program Logo with the following materials so long as they are active participants in the Alliance Program. Any use of the Logo, including use with respect to existing printed materials, must cease upon termination of participation in the Cal/OSHA Alliance Program. By using the Cal/OSHA Alliance Program Logo, an Alliance Program Partner has accepted and agreed to the [license terms and conditions](#).

- Printed materials, including manuals, reports, studies, fact sheets, posters, flyers, brochures, banners, and other publications developed in consultation with Cal/OSHA through the Alliance Program.
- Stationery. This is allowed in limited circumstances. Approval from Cal/OSHA must be obtained prior to use.
- Websites developed by Alliance Program Partners. The Logo cannot be used to give the appearance that the Alliance Program Partner's website is part of Cal/OSHA or Cal/OSHA's website. Alliance Program Partners are allowed to maintain deep links on their website to Cal/OSHA's website.
- PowerPoint presentations and videos developed in coordination with Cal/OSHA through the Alliance Program for information and/or training purposes.

Nothing in this Agreement commits the Participants to the expenditure of any funds.

This Agreement may commence upon signature by all Participants. This Agreement will continue for two (2) years from the date of signing unless a Participant provides thirty (30) days advanced written notice of its intent to discontinue the Agreement before the Agreement's expiration. This Agreement may be modified in writing at any time by mutual consent of the Participants.

Signed in Sacramento, California, on October 1, 2026.

**For the Division of Occupational
Safety and Health:**

**For the California Domestic
Workers Coalition:**

Debra Lee
Cal/OSHA Chief

Megan Whelan Escobar
Executive CDWC