

## Enabling Legislation

The Occupational Safety and Health Act of 1970 created the Federal Occupational Safety and Health Administration (Fed OSHA) to ensure safe working conditions for all employers and employees. This federal law permits a state to have its own OSHA program as long as it meets all of the federal requirements. Then, in 1973 California established its own comprehensive OSHA program (Cal/OSHA) and in 1978, created the Division of Occupational Safety and Health (DOSH). The Cal/OSHA program is administered by the California Department of Industrial Relations (DIR). Cal/OSHA is approved by the U. S. Department of Labor and is monitored by and receives part of its funding from the Federal Government.

## Components of the Cal/OSHA Program

DOSH, better known as [Cal/OSHA](#), enforces the occupational safety and health laws and the regulations throughout California. The components of DOSH include:

- **Consultation Services** - offers free consultation, training and publications to employers and their employees to help them comply with the workplace safety and health regulations
- **Enforcement** - enforces worker safety and health standards
- **Standards Board** - adopts, amends and repeals standards
- **Appeals Board** - hears appeals regarding Cal/OSHA enforcement actions
- **Legal Unit** - represents DOSH in cases, does legislative bill analysis, assists Cal/OSHA staff

## About The Cal/OSHA Consultation Service

### Mission and Objectives

The mission of the Cal/OSHA Consultation Service is to help eliminate worker injuries and illnesses by providing effective workplace safety and health assistance to California's employer and employee community. Its objectives are to:

- Identify and promote safety and health to small high hazard employers
- Educate employers and employees about the benefits of safety and health
- Encourage employers and employees to implement and maintain good safety and health practices

### Services Offered

Consulting services are designed to reduce/eliminate workplace injuries and illnesses through voluntary compliance with occupational safety and health regulations and best practice improvements. This is done through a variety of services from Cal/OSHA Consultation including:

- Onsite Visits
- Offsite Consultation
- High Hazard Employer Program
- Providing Educational Materials and Research
- Partnership Programs
- Outreach Assistance



[Learn more about our services](#)

### The Cal/OSHA Consultation Service **Will:**

- Keep employer names and locations confidential
- Give priority service to small high hazard employers
- Focus on effective safety and health programs
- Emphasize on proper workplace safety culture
- Offer additional resources for assistance

### The Cal/OSHA Consultation Service **Will Not:**

- OSHA-Proof an employer
- Guarantee that Cal/OSHA enforcement will not inspect the workplace
- Perform work the employer is required to do
- Ignore an unabated serious hazard
- Refer an employer to Cal/OSHA Enforcement
- Provide onsite emergency assistance

## About The Cal/OSHA Consultation Service

### On-site Visits

Employers may phone to request on-site assistance, which is provided only through the employer's invitation. Employers and employee groups may phone to request consultation away from the job site. An important part of an onsite consultation is evaluating and suggesting improvements in workplace safety and health programs. Employers receive a written report on the On-site visit. On-site visits include the following:

- Opening Conference
- Review of Employer Safety Records
- Program Review
- Walk-Around Hazard Identification
- Training and Abatement Assistance During and After the Onsite Survey
- Closing Conference



### Opening Conference

The visit opens with a conference. For union companies, the representative should be present. Employee participation is welcome. Consultants explain the process, and management decides whether to proceed.

### Review of Employer Safety Records

Consultants help identify hazards by analyzing past injuries and illnesses to suggest improvements and prevent future incidents.

### Program Review

Consultants review all written safety programs, and assess how effectively they are put into practice. As an example, [Section 3203](#) of Title 8 in the California Code of Regulations requires California employers to have a written, effective Injury and Illness Prevention Program (IIPP).

### Walk-Around Hazard Identification

The consultant will conduct a walk-around inspection and help you identify and correct unsafe conditions and work practices. The Consultant may also provide formal or informal training to employers and employees on safe work practices and other subjects during or after the onsite visit.

### Closing Conference

At the end of the on-site visit, the consultant will summarize the findings and timeframes for correcting serious hazards with a written report to follow.

### A Written Report

Employers receive materials and guidance in setting-up an effective IIP and other programs. The written report contains the:

- Health and Safety Program Review
- Hazard Summary - Workplace conditions not in compliance with Title 8 CCR regulations.
- Employer report of Correction of Serious Hazards Found, if any
- Consultation Process Fact Sheet
  - Opening Conference-the Employer's Rights and Obligations
  - Closing Conference Review
  - The Report to the Employer - What is Particularly Important
- Safety and Health Program Assessment Worksheet



**On-site consultation visits do not result in citations or penalties.** However, in return for receiving the free onsite assistance the employer must agree to timely correction of hazards identified that could lead to the injuries or illnesses or death of an employee.

The **Consultation Service is separate and distinct from Cal/OSHA enforcement operations**, and consultants do not participate in Cal/OSHA enforcement activities. All communications between the employer and the Consultation Service are held in confidence and not shared with Cal/OSHA enforcement staff.

### Offsite Consultation

Consultants may also provide consultation away from the worksite via telephone, E-mail, or office meetings on subjects including (but not limited to):

- Hazard assessment
- Regulatory requirements
- IIPP and other programs
- Workplace improvements
- Other workplace safety and health issues

### High Hazard Employer Program

The High Hazard Compliance Program (HHCP) is responsible under Labor Code Sections 6314.1 for the inspection of identified employer worksites in high hazard industries. The HHCP:

- Looks for and gives priority to industries and individual establishments with the highest numbers of injuries and illnesses and rates of workers' compensation claims
- Identifies high hazard establishments for inspection through the regional targeting plan or through accident and complaint referrals.
- Focuses on implementing an effective injury and illness prevention program

The High Hazard Compliance Unit has one district office in northern California and one in the south.

### Providing Educational Materials and Research

The Research and Education Unit (REU) provides California employers and employees with educational materials to help reduce/eliminate workplace injuries and illnesses. These materials are in various forms including booklets, fact sheets, brochures, pamphlets, eTools, etc., and contain practical information in user-friendly formats. Many educational materials are available in Spanish and some in as many as six other languages including Tagalog, Chinese, Russian, Punjabi, Korean and Vietnamese.

Educational materials are developed in partnership and cooperation with labor, industry, trade associations, professional organizations, governmental agencies, educational institutions and a variety of other organizations and individuals. REU conducts research in the process of developing educational materials and when employers or employees have safety and health questions.

Cal/OSHA publications are available on-line at <http://www.dir.ca.gov/dosh/PubOrder.asp> or they may be picked up at a Cal/OSHA office if the publications are available. Please check with the Cal/OSHA office first because quantities are limited. Cal/OSHA eTools are available on-line at <http://www.dir.ca.gov/dosh/etools>.

### Partnership Programs

Cal/OSHA administers partnership programs where industry, labor and Cal/OSHA work as partners. These partnerships encourage and recognize workplace safety and health programs that effectively prevent and control injuries and illnesses to workers. Currently, Cal/OSHA offers four different partnership programs:

- California Voluntary Protection Program (Cal/VPP)
- Safety and Health Achievement Recognition Program (SHARP)
- Golden Gate
- Alliances



#### California Voluntary Protection Program (Cal/VPP)

Cal/VPP is a top-level safety and health leadership program whose establishments are considered to be leaders in the field of workplace safety and health. It is designed to recognize employers and their employees who have implemented safety and health programs that effectively prevent and control occupational hazards. These programs go beyond minimal Cal/OSHA standards and provide the best feasible protection at the site. Management commitment and employee participation are key elements in achieving Cal/VPP Star recognition. Large construction projects that will be in operation for at least one year may be eligible for Cal/VPP Star fix-site recognition. Non-fixed worksite employers, such as construction contractors may be eligible for VPP Construction. Recognition and exemption from programmed inspections can be granted for up to three (3) sites where the Cal/VPP Construction employer has overall responsibility for worker safety and health at the site.

### Partnership Programs Continued.....

#### Safety and Health Achievement Recognition Program (SHARP)

SHARP is a mid-level recognition program that may offer high-hazard employers with fixed- and mobile-worksites an exemption from Cal/OSHA enforcement programmed inspections (for 24 months). It is designed to meet the Federal OSHA requirements for a Safety and Health Achievement Recognition Program (SHARP). Cal/SHARP employers are recognized as worksites expected to have a significantly lower risk for serious accidents than other employer's worksites within the same industry.

Cal/SHARP applicants must be able to demonstrate active management commitment and employee involvement in their safety and health management system, as well as their ability to meet applicable dual- and multi-employer responsibilities. When achieved, Cal/SHARP status will be granted to the worksite for a period of up to twenty-four (24) months. Twenty-four (24) month renewals are available.

#### Golden Gate

Golden Gate is an entry-level program for small high-hazard employers and is site specific. Employers must have an established, minimally effective injury and illness prevention program in order to receive recognition. The Golden Gate program does not offer inspection exemptions.

Companies having a Cal/OSHA Consultation on-site visit that meet the qualifications for Golden Gate recognition receive a letter of commendation. Golden Gate recognized companies do not receive any kind of exemption, except the exemptions associated with actively working with the Cal/OSHA Consultation Service. Only one Golden Gate letter of recognition is provided per company per worksite. There are no renewals once Golden Gate recognition is achieved by a company at a specific worksite.

#### Alliances

Alliances enable organizations committed to workplace safety and health to collaborate with OSHA to prevent injuries and illnesses in the workplace. OSHA and its allies work together to reach out to, educate, and lead the nation's employers and their employees in improving and advancing workplace safety and health. Alliances may be established by OSHA's National, Regional and Area offices, or by State Plan States like California.

#### Outreach Assistance

Cal/OSHA conducts and participates in workplace safety and health seminars, conferences, workshops, and other outreach activities with employers and employees. These outreach activities are focused on high-hazard industries, processes and occupations. Examples of training subjects include (but are not limited to) Heat Illness Prevention, Injury and Illness Prevention Program, Construction Safety and Health, Confined Spaces and many other safety and health topics.

#### Cal/OSHA Consultation Service Contact Information

Visit <http://www.dir.ca.gov/dosh/consultation.html> for a listing of our services.

Contact Cal/OSHA for the various Consultation Programs:

Toll-free Number: **1-800-963-9424**

Internet: <http://www.dir.ca.gov/dosh/consultation.html>

#### Cal/OSHA On-site Assistance Program Area Offices

Central Valley:	(559) 454-1295
San Francisco Bay Area:	(510) 622-2891
Northern California:	(916) 263-0704
San Bernardino:	(909) 383-4567
San Diego/Imperial:	(619) 767-2060
San Fernando Valley:	(818) 901-5754
Santa Fe Springs/LA/Orange:	(714) 562-5525



[Learn more about our services](#)

