



SB 1350 and Protecting Domestic Service Workers

WHAT IS SB 1350?

In 2024, Governor Newsom signed into law SB 1350. Effective July 1, 2025, SB 1350 extends protections under California's Occupational Safety and Health Act to workers who are employed by a business to perform household domestic services, subject to exceptions described below.

BUSINESSES COVERED BY SB 1350

Businesses that employ household domestic service workers on a temporary or permanent basis will be treated as employers for purposes of Title 8 unless one of these exceptions applies:

- The work is publicly funded, in whole or in part, including In-Home Supportive Services (IHSS).
- The work is performed in and for a licensed family day care home.

Examples of businesses that will be covered include housecleaning companies, homecare agencies, and residential landscaping and gardening companies.

EMPLOYER RESPONSIBILITIES

Employers have a responsibility to provide a safe workplace. Under Title 8, key employer responsibilities include the following:

- Establishing, implementing, and maintaining an effective injury and illness prevention program (IIPP),
- Inspecting workplace(s) to identify, evaluate, and correct hazards that can hurt workers,
- Making sure employees have, use, and properly maintain safe tools and equipment,
- Using signs and labels to warn workers of hazards,
- Providing and paying for personal protective equipment (PPE) when mandated by law, and
- Reporting serious workplace injuries or fatalities immediately to Cal/OSHA.

CAL/OSHA RESOURCES FOR EMPLOYERS

For additional information on employer and IIPP obligations, please visit the Cal/OSHA website. Cal/OSHA offers a variety of resources including free consultation services and education materials on a wide range of topics at <https://www.dir.ca.gov/dosh/>.

WHAT IS CAL/OSHA?

Cal/OSHA is the California state agency responsible for enforcing worker safety and health standards. Cal/OSHA's main responsibilities include:

- Enforcing workplace safety and health regulations,
- Conducting inspections to ensure compliance with safety laws, and
- Providing free training and consultation services to employers and employees.

WHAT IS TITLE 8?

Title 8 of the California Code of Regulations is the main body of workplace safety and health regulations that Cal/OSHA enforces. The regulations cover a wide variety of workplace safety issues, including:

- Toxic Chemicals and Substances
- Machine Hazards
- Heat Illness Prevention
- Electrical Hazards
- Repetitive Motion Injuries.

WHAT IS AN IIPP?

California law requires employers to have and maintain an effective Injury and Illness Prevention Program (IIPP) that includes:

- Procedures for identifying and evaluating workplace hazards, such as periodic inspections,
- Specific methods and procedures for correcting workplace hazards in a timely manner,
- Training and instruction for employees and their supervisors on safe work practices, and
- An effective system for communicating with workers about safety and health matters.



PROTECTION AGAINST RETALIATION

It is illegal for an employer to threaten, fire, demote, or suspend an employee for reporting hazards to an employer, filing a complaint with Cal/OSHA, refusing to work under unsafe conditions, or participating in a Cal/OSHA investigation or appeal. If an employer retaliates against an employee, the employee has the right to file a complaint with the California Labor Commissioner. Title 8 exists regardless of immigration status.