



SB 1350 and Protecting Domestic Service Workers

WHAT CHANGED?

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. In certain circumstances, workers employed by private households may also be covered.

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.

WORK THAT MAY BE SUBJECT TO TITLE 8

Private households (i.e., homeowners or renters) that directly hire workers to perform work other than "ordinary household domestic tasks" might come under the coverage of Title 8 if the worker is an employee of the household and not an independent contractor. "Ordinary household domestic tasks" include housecleaning, cooking, caregiving, and routine gardening.

Examples of work that might result in application of Title 8 include:

- Painting the exterior of a home;
- Re-roofing a house;
- Mold and fire remediation and clean-up;
- Pool maintenance work that requires a license, such as work on pumps, filters, heaters, or electrical parts (switches, breakers, lights); and
- Home construction or remodeling such as adding a room onto a house or building an accessory dwelling unit.

As was the case prior to SB 1350, work performed on properties that are used for the purpose of rental income and are not a homeowner's residence, and work performed to build a residence, are not exempt from Title 8 coverage.

WHAT IS CAL/OSHA?

Cal/OSHA is the California state agency responsible for enforcing worker safety and health standards.

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

Visit the Cal/OSHA website to find more information at <https://www.dir.ca.gov/dosh/>.



EMPLOYER RESPONSIBILITIES

Employers have a responsibility to provide a safe workplace. Under Title 8, key employer responsibilities include but are not limited to the following:

- Establishing, implementing, and maintaining an effective 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 employees 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

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/>.



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 when conditions are unsafe, 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 protections exist regardless of immigration status.

TITLE 8 AND CONTRACTORS

Home improvement projects valued at more than \$1,000 require a contractor's license. Homeowners should check the Contractors State License Board (CSLB) website before starting work at <https://www.cslb.ca.gov>.

If a homeowner hires a licensed contractor, the contractor is typically considered the employer responsible for complying with Title 8 regulations, including worker safety, injury prevention, and training for the contractor's employees. A contractor's license number can be verified on the CSLB website at <https://www2.cslb.ca.gov/onlineservices/checklicensell/checklicense.aspx>.

If a homeowner hires an individual to perform work that requires a CSLB license, and the individual does not have a license, then the individual is considered an employee of the homeowner. In such cases, the

homeowner will generally come under the coverage of Title 8. A CSLB license is generally required for work that involves construction, demolition, excavation, and tree trimming above certain heights.

There is an exemption from all CSLB licensing requirements for work that is less than one thousand dollars (\$1,000). Individuals may perform projects without a license, if:

- (1) the aggregate cost of the project, including labor, materials, etc., is valued at \$1,000 or less,
- (2) the work does not require a building permit, and
- (3) the unlicensed person does not hire other workers.

The exemption does not apply if the minor work is part of a larger project.