



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. 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 responsible for creating a safe workplace, as required by Title 8.

Examples of businesses that will be covered include homecare agencies, housecleaning companies (which may include housecleaning “route owners” or dueñas de ruta), and residential landscaping and gardening companies.

There are exceptions. Some businesses remain excluded if:

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

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 regulation covers a wide variety of workplace safety issues, including:

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

IF I AM HIRED BY A THIRD-PARTY AGENCY, HOW DOES SB 1350 AFFECT ME?

The third-party agency would be considered an employer subject to Title 8 unless the work is publicly funded, in which case, the work would be exempt from Cal/OSHA’s coverage.

WHEN A PRIVATE HOUSEHOLD MAY BE COVERED

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)
- Home construction or remodeling such as adding a room onto a house or building an accessory dwelling unit



EMPLOYEE RIGHTS UNDER TITLE 8

An employee has the right to the following:

- Safe and healthful working conditions,
- Training from their employer on workplace hazards and workers' rights,
- To ask their employer for information about Cal/OSHA standards, worker injuries and illnesses, job hazards, and workers' rights,
- To request access to their employer's Injury and Illness Prevention Program (IIPP),
- To ask their employer to correct hazards or unsafe conditions, and
- To file a complaint with Cal/OSHA regarding violations of Title 8 or any workplace hazards.

PROTECTIONS FOR IMMIGRANT WORKERS

Cal/OSHA protects the safety and health of workers, regardless of immigration status, and does not ask about a worker's immigration status, enforce immigration laws, or report to any immigration authority.

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 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 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.

HOW TO PROTECT YOURSELF

Be knowledgeable about the hazards in your workplace and ask your employer what is being done to protect you. Cal/OSHA offers a variety of resources and education materials on a wide range of topics at <https://www.dir.ca.gov/dosh/>.

Workers who have questions about safety and health in the workplace can contact the Cal/OSHA Call Center at 833-579-0927 to speak with a bilingual representative between the hours of 9:00 A.M. and 7:00 P.M.

HOW TO FILE A COMPLAINT

If you are concerned about unsafe working conditions, you can report the issue to Cal/OSHA. Cal/OSHA will keep your name confidential unless you request otherwise. You can file a complaint by calling, emailing, or visiting a Cal/OSHA district office that serves the location of your job.

To find your local office and learn more about the reporting process, visit <https://www.dir.ca.gov/dosh/complaint.htm>, call 833-579-0927, or scan the QR code here.



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. Information on how to file a complaint can be found at https://www.dir.ca.gov/DLSE/rci_osh_complaint.htm.