

## **Voluntary Guidelines Draft Outline - For Discussion with SB321 Advisory Committee July 2022**

### **Mandate from SB321:**

The advisory committee shall develop voluntary industry-specific occupational health and safety guidance for the purpose of the following:

- (1) Educating household domestic service employees on how, to the extent possible, they may identify and evaluate workplace hazards and prevent or minimize work-related injuries and illnesses.
- (2) Educating household domestic service employers on how they may create safer workplaces by identifying and evaluating workplace hazards and how to prevent or minimize work-related injuries and illnesses for their employees.

### **Criteria for guidelines:**

- 1) Forced on prevention of job-related injuries and illnesses
- 2) Centered in occupational safety and health; matters under Cal/OSHA jurisdiction
- 3) Specific to the hazard or specific language that will provide effective guidance
- 4) Relevant to the home setting

## **Outline: (Inputs)**

### **A. Purpose**

1. Introduction to “steps to a safer workplace” - what and why
  - Employers’ responsibility
2. Common injuries for domestic workers and day laborers (bulleted list of top ones)

### **B. Planning for prevention – before work begins:**

1. Agree on tasks and hours
2. Identify, evaluate, and control hazards (*basic “top level” points for each, to have guiding “principles”*)
  - IDENTIFY: pre-job walk through, think about range of hazards
  - EVALUATE: period inspections, ask workers if they have any symptoms or problems, investigate why if there is an injury or illness
  - CONTROL: finding solutions - principle that different “controls” are more effective
    - Eliminate and reduce hazards
    - Provide personal protective equipment
3. Ensure workers are trained; provide information
4. Develop and communicate about mechanism for workers to report hazards, unsafe conditions, and any injuries/illnesses to employer

5. Be prepared:
  - a. Emergency preparedness and first aid
  - b. Sanitation - access to bathrooms and handwashing
  - c. Keeping the work areas orderly

### **C. Common hazards and guidelines to protect workers**

*\*Will need to select how many we work on in detail, and which may go in a general "other" category with less specific guidelines\**

1. Chemical hazards
  - Examples:
  - Ways to eliminate or reduce hazard:
  - Personal protective equipment:
2. Lifting, bending, repetitive motion, and other ergonomics
  - Examples:
  - Ways to eliminate or reduce hazard:
  - Personal protective equipment:
3. Lifting and moving consumers while caregiving
  - a. Examples:
  - b. Ways to eliminate or reduce hazard:
  - c. Personal protective equipment:
4. Bloodborne pathogens
  - Examples:
  - Ways to eliminate or reduce hazard:
  - Personal protective equipment:
5. Airborne diseases - including COVID-19
  - Examples:
  - Ways to eliminate or reduce hazard:
  - Personal protective equipment:

*Etc. same pattern for remaining hazards that are selected*

6. Slips, trips, and falls
7. Stress
8. Heat
9. Wildfire smoke

10. Workplace violence
11. Working from heights
12. Unsafe ladders
13. Tree maintenance and removal
14. Powered hand tools and equipment
15. Electrical hazards
16. OTHER: can name variety of other hazards that may be present and need to follow same steps to find solutions - such as:
  - Noise
  - Indoor smoking
  - Pets
  - Speed of work

#### **D. Resources for more assistance**

## **SAMPLE LANGUAGE FOR GUIDELINES:**

### **Chemicals**

#### **Examples**

Cleaning products, disinfectants, paints, solvents, pesticides, insecticides

#### **Ways to eliminate or reduce hazard**

1. Find safer alternatives.
  - Look for Safer Choice, Green Seal®, Ecologo® and Design for the Environment (DfE) labels on products. These labels are on environmentally preferable cleaning products and disinfectants that have a lesser or reduced effect on human health and the environment.
  - Use only what is needed. For example, limit use of disinfectants for only what is necessary. Otherwise, use an all-purpose cleaner.
2. Keep a list of the products that will be used in your home and what they are for.
3. Make sure all products have labels. Review the warnings and first aid information with the workers.
4. Plan ahead for what you would do if there is a spill or a worker needs first aid. Know the number for the Poison Control Center.
5. Encourage workers to let you know if they feel any health effects.
6. Open windows, use a fan, or have exhaust fans for better air circulation.
7. Train the workers on the risks of specific chemicals and on safer practices. For example:
  - Safe dilution: review which products have to be diluted and the label instructions for dilution; they do not need to be any stronger than what the label indicates.
  - Avoid spraying products into the air or on areas to be cleaned. Instead, spray the product on a sponge or rag.
  - Don't mix different chemicals or products. NEVER MIX bleach and ammonia, as the fumes can be deadly.

#### **Personal protective equipment**

Read the labels. PPE can include:

Gloves, eye protection, aprons or other protection to avoid contact with skin, or respirators.

Note: common dust masks or cloth masks do not protect workers from chemicals in the air.