

FFY 2024 State OSHA Annual Report (SOAR)



Evaluation Period: October 1, 2023 - September 30, 2024

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I. Executive Summary

The Federal Fiscal Year (FFY) 2024 State OSHA Annual Report (SOAR) highlights the progress of the Department of Industrial Relations, Division of Occupational Safety and Health (DOSH), commonly referred to as Cal/OSHA. This report underscores Cal/OSHA's commitment to fostering safe and healthy workplaces across California through enforcement, outreach, and compliance assistance.

Guided by the extended FFY 2019–2025¹ Strategic Plan, Cal/OSHA's efforts focus on three overarching strategic goals:

1. **Secure safe and healthy workplaces**, particularly in high-risk industries, and improve workplace safety and health through enforcement and consultative assistance.
2. **Promote workplace cultures** that increase employer and employee awareness of, commitment to, and involvement in safety and health.
3. **Maximize Cal/OSHA's effectiveness** and enhance public confidence.

In FFY 2024, Cal/OSHA advanced these goals through targeted inspections, robust outreach campaigns, and enhanced training programs. Achievements include surpassing outreach targets, improving response times for serious complaints, and maintaining high hazard abatement rates. Strategic adjustments, such as prioritizing heat illness prevention and increasing technical training for staff, have addressed emerging workplace challenges.

This report provides a comprehensive summary of Cal/OSHA's activities and accomplishments during the reporting period. These efforts reflect the Division's adaptability and continued dedication to protecting California's workforce while supporting employers in creating safer workplaces.

II. Summary of Annual Performance Plan Results

The tables that follow detail activities and outcomes for each goal. Data presented reflects information available in the OSHA Information System (OIS) as of the report run date and may be subject to adjustments or updates as cases progress.

The inspection data presented in the subsequent performance plan results is based on the report run date as indicated. It is important to note that information derived from the OSHA Information System (OIS) database may undergo review and updates over time as new data is entered and adjustments are made within the OIS database. Therefore, the figures presented should be considered reflective of the state of the data at the time of the report run date and are subject to potential changes as the database is further updated.

¹ The FFY 2019–2023 five-year Strategic Plan for the Cal/OSHA Program was extended to cover through September 30, 2025.

Goal 1.1 Targeting the Mobile Workforce

Strategic Goal 1: Secure safe and healthy workplaces, particularly in high-risk industries, and improve workplace safety and health through enforcement and consultative assistance.

Performance Goal 1.1: Target the mobile workforce to reduce fatalities and occupational injuries and illnesses in construction, agriculture, and tree trimming by reducing and eliminating hazards in these industries.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 1.1.1	The Cal/OSHA Enforcement Unit will conduct approximately 2,800 inspections combined for construction, agriculture and tree trimming.	The total number of combined inspections in construction, agriculture, and tree trimming ² for FFY 2024 was 2,639, as reflected by OIS as of December 2, 2024: Agriculture: 579 inspections Construction: 1,934 inspections Tree Trimming: 126 inspections	Baseline: 2,510 Target: 2,800 Results: 2,639 Change: +5%	This goal was not fully met.
AM 1.1.2	Of the construction inspections, approximately 10% will be programmed.	26% of construction inspections conducted in FFY 2024 were programmed (494 out of 1,934).	Baseline: 20% Target: 10% Results: 26% Change: +30%	This goal was exceeded.

² Tree trimming hazards are captured in OIS utilizing Additional State Reference Code S-12-TREE TRIM. In the case of inspections coded 'S-12-TREE TRIM' with a related Site NAICS in Agriculture (NAICS: 11XXXX) or Construction (NAICS: 23XXXX), inspections were tallied in the respective Site NAICS pool to prevent duplication of counting in the Tree Trimming category.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
AM 1.1.3	Cal/OSHA will attempt to sustain a 1% higher percentage of the serious classification of citations issued as result of these inspections.	<p>The percentage of citations classified as serious³ issued in FFY 2024 and were sustained was as follows:</p> <p>Agriculture: 85% Construction: 91% Tree Trimming: 83%</p>	<p><u>Agriculture:</u> Baseline: 85% Target: 86% Results: 85% Change: 0%</p> <p><u>Construction:</u> Baseline: 89% Target: 90% Results: 91% Change: +2%</p> <p><u>Tree Trimming:</u> Baseline: 94% Target: 94% Results: 83% Change: -12%</p>	<p>This goal was not fully met.</p> <p>Construction successfully met the target for sustained serious citations, while agriculture and tree trimming have continued opportunities for improvement.</p>
Outcome Measures				

³ Data may include Serious, Willful-Serious, and Repeat-Serious violation types. The data considers violations where the initial violation type and the current violation type includes Serious, and a final order date is recorded in OIS at the time of reporting.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 1.1.1	Abatement of non-contested serious hazards found in these industries will be achieved in 95% of cases.	<p>The abatement rates for serious⁴ violations issued in FFY 2024, not currently under contest, were as follows:</p> <p>Agriculture: 95% Construction: 96% Tree Trimming: 100%</p>	<p><u>Agriculture:</u> Baseline: 96% Target: 95% Results: 95% Change: -1%</p> <p><u>Construction:</u> Baseline: 96% Target: 95% Results: 96% Change: 0%</p> <p><u>Tree Trimming:</u> Baseline: 88% Target: 95% Results: 100% Change: +14%</p>	This goal was achieved for all three industries.
OM 1.1.2	The number of serious hazards eliminated as result of these inspections will increase by 1% compared to FFY 2023.	<p>The number of serious hazards eliminated as a result of these inspections in FFY 2024 were:</p> <p>Agriculture: 221 Construction: 765 Tree Trimming: 48</p>	<p><u>Agriculture:</u> Baseline: 216 Target: 218 Results: 221 Change: +2%</p> <p><u>Construction:</u> Baseline: 773 Target: 781 Results: 765 Change: -1%</p> <p><u>Tree Trimming:</u> Baseline: 62 Target: 63 Results: 48 Change: -23%</p>	<p>This goal was not fully met.</p> <p>Agriculture successfully met the increased target for the number of serious hazards eliminated, while construction and tree trimming have continued opportunities for improvement.</p>

⁴ Data may include Serious, Willful-Serious, and Repeat-Serious violation types. The data considers violations where the initial violation type includes serious, and a final order date is reflected in OIS at the time of reporting.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 1.1.3	The trenching and excavation hazards abated will increase by 5% compared to FFY 2017.	N/A	N/A	The OSHA National Office tracks the achievement of this agency priority goal (APG).
OM 1.1.4	The number of employees removed from serious hazards as result of these inspections will increase by 1% compared to FFY 2023.	<p>Total employees removed from serious hazards as a result of these inspections were as follows:</p> <p>Agriculture: 2,322 Construction: 3,819 Tree Trimming: 121</p>	<p><u>Agriculture:</u> Baseline: 2,476 Target: 2,501 Results: 2,319 Change: -6%</p> <p><u>Construction:</u> Baseline: 3,435 Target: 3,469 Results: 3,819 Change: +11%</p> <p><u>Tree Trimming:</u> Baseline: 257 Target: 260 Results: 47 Change: -82%</p>	<p>This goal was not fully met.</p> <p>Construction met the increased removal target, while agriculture and tree trimming have continued opportunities for improvement.</p>

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Goal 1.2 High Hazard Targeting Program

Strategic Goal 1: Secure safe and healthy workplaces, particularly in high-risk industries, and improve workplace safety and health through enforcement and consultative assistance.

Performance Goal 1.2: To reduce injuries, illnesses and fatalities in selected high hazard industries, with a goal of removing the industry from the High Hazard Industries list due to decreased injury and illness rates.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 1.2.1	The High Hazard Unit and other District Offices staff will conduct 350 targeted inspections of establishments in high hazard industries from the High Hazard Industries list.	268 targeted inspections were conducted in high hazard industries from the High Hazard Industries List in FFY 2024, as reflected by OIS as of December 2, 2024.	Baseline: 404 Target: 350 Results: 267 Change: -34%	This goal was not fully met. Staffing constraints limited support from other district offices, leaving the High Hazard Unit (HHU) solely responsible for inspections.
Outcome Measures				
OM 1.2.1	Abatement of non-contested serious hazards found in these inspections will be achieved in 98% of cases.	100% of serious ⁵ violations issued in FFY 2024, not currently under contest, in high hazard establishments were abated.	Baseline: 99% Target: 98% Results: 100% Change: +1%	This goal was achieved.
OM 1.2.2	Percentage of Programmed inspections conducted in High Hazard establishments, with Serious/Willful/Repeat violations will be 62% or greater.	58% of programmed inspections in high hazard establishments included Serious/Willful/Repeat (S/W/R) violations in FFY 2024.	Baseline: 47% Target: 62% Results: 58% Change: +23%	This goal was not fully met.
OM 1.2.3	The High Hazard Targeting program will identify violations in at least 90% of all programmed inspections during the FFY.	Violations were cited in 96% of programmed inspections in high hazard establishments during FFY 2024.	Baseline: 91% Target: 90% Results: 96% Change: +5%	This goal was exceeded.

⁵ Data may include Serious, Willful-Serious, and Repeat-Serious violation types. The data considers violations where the initial violation type and the current violation type includes serious, and a final order date is reflected in OIS at the time of reporting.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 1.2.4	Average number of violations per inspection with violations will reach or exceed 5.2.	The average number of violations per inspection with violations in FFY 2024 was 5.2.	Baseline: 4.6 Target: 5.2 Results: 5.2 Change: +13%	This goal was achieved.

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Goal 1.3 Process Safety Management (PSM) and Covered Industries

Strategic Goal 1: Secure safe and healthy workplaces, particularly in high-risk industries, and improve workplace safety and health through enforcement and consultative assistance.

Performance Goal 1.3: To reduce fatalities and occupational injuries and illnesses in petroleum refining and other industries which fall under the requirements of the PSM standard.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 1.3.1	The Cal/OSHA Process Safety Management Unit (PSM) will conduct a total of 30 programmed inspections at facilities, other than petroleum refineries, that meet the trigger threshold quantities for the PSM standard.	31 programmed inspections were conducted in FFY 2024 at facilities other than petroleum refineries that meet the trigger threshold quantities for the PSM standard, as reflected by OIS on December 2, 2024.	Baseline: 37 Target: 30 Results: 31 Change: -16%	This goal was achieved.
AM 1.3.2	The PSM Unit will participate in 6 outreach/compliance assistance activities provided to industry/professional groups.	16 outreach/compliance assistance activities were conducted by the PSM Unit with industry/professional groups in FFY 2024.	Baseline: 11 Target: 6 Results: 16 Change: +45%	This goal was exceeded.
AM 1.3.3	The PSM Unit will conduct 4 comprehensive inspections of petroleum refineries during normal operating conditions	3 comprehensive programmed inspections of petroleum refineries (NAICS 324110) were conducted by the PSM Unit during normal operating conditions in FFY 2024.	Baseline: 3 Target: 4 Results: 3 Change: 0%	This goal was not fully met.
AM 1.3.4	The PSM Unit will conduct 4 comprehensive turnaround inspections of petroleum refineries (2 in the North and 2 in the South), in accordance with Labor Code 7872.	4 turnaround inspections of petroleum refineries (NAICS 324110) were opened by the PSM Unit in FFY 2024, in accordance with Labor Code 7872. The breakdown is as follows: North: 2 inspections South: 2 inspections	Baseline: 5 Target: 4 Results: 4 Change: -20%	This goal was achieved.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
AM 1.3.5	The PSM Unit will conduct follow-up inspections at establishments other than petroleum refineries for 2% of all inspection types, whether programmed or unprogrammed.	2 follow-up inspections were conducted by the PSM Unit during FFY 2024 at establishments other than petroleum refineries.	Baseline: 3 Target: 1 Results: 2 Change: -33%	This goal was met. The PSM Unit had 44 non-follow-up inspections ⁶ at establishments other than petroleum refineries, which would have required at least 1 follow-up inspections opened in FFY 2024.
Outcome Measures				
OM 1.3.1	Abatement of non-contested serious hazards found in these industries will be achieved in 98% of cases.	100% of serious ⁷ violations issued in FFY 2024, not currently under contest, were abated.	Baseline: 96% Target: 98% Results: 100% Change: +4%	This goal was achieved.
OM 1.3.2	The number of fatalities and serious injuries/illnesses attributable to violations of the PSM standard at these facilities will be reduced compared to the average level for the past three years.	<p>The number of fatalities and serious injury/illness attributable to violations of the PSM standard (T8 CCR 5189 and 5189.1) at a covered facility, as reflected by OIS reports and internal tracking by PSM management staff, were as follows:</p> <ul style="list-style-type: none"> ▪ CY 2021-2023 average⁸: 1 ▪ CY 2024 (YTD): 0 	Baseline: 1 Target: N/A Results: 0 Change: -100%	<p>This goal was achieved.</p> <p>CY 2024 YTD results reflect data available at the time of reporting and indicate no fatalities attributable to serious accident-related violations of the PSM standard.</p> <p>However, this result is preliminary and may be updated pending the outcome of ongoing investigations.</p>

⁶ The 44 non-follow-up inspections are comprised of inspections with violations issued in FFY 2024, not currently under contest, and with abatement in establishments other than petroleum refineries (NAICS: 324110).

⁷ Data may include Serious, Willful-Serious, and Repeat-Serious violation types. The data considers violations where the initial violation type includes serious, and a final order date is reflected in OIS at the time of reporting.

⁸ The number of fatalities and serious injuries/illnesses attributable to violation of the PSM standard for CY 2021, 2022, and 2023 were 1, 2, and 1 respectively.

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Goal 2.1 Heat Illness Prevention Enforcement and Outreach to Employees and Employer Groups

Strategic Goal 2: Promote workplace cultures that increase employee and employer awareness of, commitment to, and involvement in safety and health.

Performance Goal 2.1: To raise awareness of heat illness prevention among employees and employer groups in outdoor and indoor places of employment.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 2.1.1	Cal/OSHA will conduct 2,300 inspections of outdoor places of employment where heat hazards will be evaluated.	3,164 inspections were conducted where outdoor heat hazards were evaluated during FFY 2024, as reflected in OIS as of December 2, 2024.	Baseline: 3,169 Target: 2,300 Results: 3,164 Change: 0%	This goal was exceeded.
AM 2.1.2	Cal/OSHA staff will work with Heat Illness Prevention Network partners, Alliance partners, employers, labor advocacy groups, community and faith based organizations, universities, vocational schools, media outlets, and other state and local governments to distribute information and answer questions regarding heat illness prevention. A minimum of 200 outreach events will be conducted where heat illness prevention will be discussed and emphasized.	279 outreach events were conducted in FFY 2024 where heat illness was emphasized.	Baseline: 175 Target: 200 Results: 279 Change: +59%	This goal was exceeded.
AM 2.1.3	Cal/OSHA will distribute a minimum of 40,000 units of heat illness prevention outreach materials during inspections, outreach events, trainings, HIP Network meetings, Heat Illness employer training events, and media campaigns	51,656 units of heat illness prevention materials were distributed during outreach events alone in FFY 2024.	Baseline: 30,443 Target: 40,000 Results: 51,656 Change: +70%	This goal was exceeded.
Outcome Measures				

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 2.1.1	Abatement of non-contested heat hazards found in outdoor places of employment will be achieved in 95% of cases.	85% of violations for outdoor heat hazards (T8 CCR 3395) in FFY 2024, across all industries, not currently under contest, were abated.	Baseline: 84% Target: 95% Results: 85% Change: +1%	This goal was not fully met. Cal/OSHA continues prioritizing working with employers to obtain abatement.
OM 2.1.2	The number of heat-related serious illnesses and fatalities occurring in outdoor places of employment, based on Cal/OSHA internal tracking, will be reduced from the baseline average level for calendar years 2015-2018.	The number of confirmed heat-related incidents in outdoor places of employment were as follows: <u>Confirmed Outdoor Heat Illnesses</u> <ul style="list-style-type: none"> CY 2015-2018 average⁹: 67 CY 2024 (YTD): <i>Still being totaled</i>¹⁰ <u>Confirmed Outdoor Heat Fatalities</u> <ul style="list-style-type: none"> CY 2015-2018 average¹¹: 1 CY 2024 (YTD): 3¹² 	<u>Confirmed Outdoor Heat Illnesses:</u> Baseline: 67 Target: N/A Results: <i>Not available.</i> Change: <i>Not available</i> <u>Confirmed Outdoor Heat Fatalities:</u> Baseline: 1 Target: N/A Results: 3 Change: +2	This goal was not fully met.

⁹ The number of heat-related illness for calendar years 2015, 2016, 2017, and 2018 based on Cal/OSHA internal tracking were respectively 63, 52, 78, and 73.

¹⁰ This number is still being calculated as there are suspect heat cases from 2024 that are still under review.

¹¹ The number of worker fatalities due to outdoor heat exposure for calendar years 2015, 2016, 2017, and 2018 based on Cal/OSHA internal tracking were respectively 1, 1, 1 and 2.

¹² This number does not include suspect heat cases from the end of 2024 that may still be under review by the medical unit.

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Goal 2.2 Educational Outreach to High-Risk, Vulnerable Employee Populations

Strategic Goal 2: Promote workplace cultures that increase employee and employer awareness of, commitment to, and involvement in safety and health.

Performance Goal 2.2: Promote, involve and communicate with high-risk vulnerable workers, worker organizations, and community based organizations to increase their knowledge about workplace safety and health.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 2.2.1	Cal/OSHA Enforcement Branch staff and Outreach Coordination Program staff will continue to distribute publications in English and other languages that detail the requirements of Cal/OSHA regulations including worker rights during inspection and at educational outreach events. These publications will be distributed electronically and through printed format depending on the requestor's needs or the type of event. Publication distribution will exceed 50,000 in total	154,553 physical publications and links to publications were distributed during FFY 2024 outreach events with vulnerable workers. ¹³	Baseline: 72,281 Target: 50,000 Results: 154,553 Change: +114%	This goal was exceeded.
AM 2.2.2	Cal/OSHA staff will participate in 250 speaking, training and outreach events in FFY 2024 for high-risk, vulnerable workers organized by worker and community based organizations, Alliance partners, University programs, state and local government, labor unions, media interviews and consulates.	Cal/OSHA staff participated in 289 outreach events with vulnerable workers in FFY 2024.	Baseline: 297 Target: 250 Results: 289 Change: -3%	This goal was achieved.

¹³ Emailed links are not included in this sum, which only includes physical documents and links provided directly to participants during events.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
AM 2.2.3	<p>BCELS will invite the following representatives of high-risk vulnerable workers in high hazard industries to attend and participate in 2 Cal/OSHA trainings:</p> <ul style="list-style-type: none"> 2 community-based organizations, and 2 labor unions <p>BCEL staff will be included in at least 1 outreach event organized by each of the two community-based organizations and labor unions identified above.</p>	<p>In FFY 2024, BCELS identified representatives of the following groups representing workers in high-hazard industries:</p> <ul style="list-style-type: none"> 7 community-based organizations, and 11 labor unions <p>These groups were invited to participate in training sessions.</p> <p>BCELS participated in 71 outreach events organized by these organizations</p>	N/A - This goal is primarily action-based, centering on engagement with high-risk vulnerable workers, worker organizations, and community-based organizations. Therefore, baseline, target, and percent change metrics are not applicable.	This goal was achieved.
AM 2.2.4	Cal/OSHA will create one non-English instructional audio/video recording in collaboration with at least one high-risk vulnerable worker organization and post it on its public website	2 non-English instructional audio/video recording were created in collaboration with a high-risk vulnerable worker organization and is in the process of voiceover editing, to be posted on Cal/OSHA's public website.	See AM 2.2.3 above.	This goal is in progress and is expected to be completed and published by the end of CY 2024.
Outcome Measures				
OM 2.2.1	<p>After attending the training and outreach events, at least 2,500 participants will have gained increased knowledge of workplace safety and health hazards, workers' rights and how to exercise those rights.</p> <p>The newly trained participants will engage with an additional 50,000 workers, to train them on these topics.</p>	<p>A total of 81,650 event participants received information on workplace health and safety hazards, workers' rights, and how to exercise these rights.</p> <p>Approximately 244,950¹⁴ additional workers gained health and safety knowledge through training conducted by event participants.</p>	N/A - This goal is primarily action-based, centering on engagement with high-risk vulnerable workers, worker organizations, and community-based organizations. Therefore, baseline, target, and percent change metrics are not applicable.	<p>This goal was exceeded.</p> <p>Increased reach was due to Labor Rights Week activities in August 2024, which included media outreach via TV, radio, and Facebook Live events, in addition to the Cal/OSHA Safety Series events.</p>

¹⁴ This data is based on participant survey response.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 2.2.2	Cal/OSHA will provide a pre and post event survey to the 2 community-based organizations and 2 labor unions, plus their attendees, on their subject knowledge from before and after their participation in the 2 Cal/OSHA training events.	Cal/OSHA hosted 7 events with 7 community-based organizations and 11 labor unions, providing pre- and post- event surveys to attendees on subject knowledge before and after participation.	See OM 2.2.1 above.	This goal was exceeded.
OM 2.2.3	<p>Cal/OSHA will create 2 training courses in both English and Spanish, with 3 modules each, to be offered to workers' advocates and labor representatives of high-risk vulnerable workers.</p> <p>Training #1 will cover 1) workplace safety and health hazards, 2) workers' rights, and 3) how to exercise those rights.</p> <p>Training #2 will cover 1) heat illness prevention, 2) workers' rights, and 3) Cal/OSHA resources available.</p> <p>These trainings will be conducted for a minimum of 2 Latin American Consulates, worker advocacy groups, community-based organizations or labor unions representing workers</p>	<p>Cal/OSHA created 2 training courses each with 3 modules, in both English and Spanish, covering workplace safety and heat illness prevention topics.</p> <p>These courses were provided to 5 Latin American Consulates, worker advocacy groups, community-based organizations, or labor unions representing high-risk vulnerable workers.</p>	See OM 2.2.1 above.	This goal was achieved.

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Goal 2.3 Partnership Programs

Strategic Goal 2: Promote workplace cultures that increase employee and employer awareness of, commitment to, and involvement in safety and health.

Performance Goal 2.3: To promote voluntary compliance by offering employers a variety of partnerships including recognition and exemption programs.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 2.3.1	The Cal/VPP unit will hold 3, and Cal/VPP Construction unit will hold 2, workshops (via webinar) to promote these programs.	In FFY 2024, Cal/VPP and Cal/VPP Construction did not conduct any promotional workshops, seminars, or webinars.	<u>Cal/VPP:</u> Baseline: 0 Target: 3 Results: 0 Change: 0% <u>Cal/VPP Construction:</u> Baseline: 0 Target: 2 Results: 0 Change: 0%	This goal was not met.
Outcome Measures				
OM 2.3.1	Cal/VPP: <ul style="list-style-type: none"> 4 New establishments into the Division's leadership level for fixed site establishments 14 Cal/VPP renewals 	In FFY 2024: <ul style="list-style-type: none"> 3 new establishments were added into the Division's leadership level for fixed establishments (Cal/VPP). 14 sites were renewed. 	<u>New:</u> Baseline: 10 Target: 4 Results: 3 Change: -70% <u>Renew:</u> Baseline: 12 Target: 14 Results: 14 Change: +17%	The goal was achieved for renewals and nearly met for new establishments.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 2.3.2	Cal/VPP Construction: <ul style="list-style-type: none"> 3 New establishments into the Division's leadership level partnership program for construction VPP worksites. 2 Renewals 	In FFY 2024: <ul style="list-style-type: none"> 6 new establishments were added into the Division's leadership level partnership program for construction VPP worksites (Cal/VPP - Construction) 0 sites were renewed 	<u>New:</u> Baseline: 5 Target: 3 Results: 6 Change: +20% <u>Renew:</u> Baseline: 0 Target: 2 Results: 0 Change: 0%	This goal was exceeded for new worksites, while renewals still have opportunities for improvement.

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Goal 2.4 Alliances

Strategic Goal 2: Promote workplace cultures that increase employee and employer awareness of, commitment to, and involvement in safety and health.

Performance Goal 2.4: Join with groups committed to worker safety and health to leverage Cal/OSHA resources and expertise in reducing fatalities, illnesses and injuries in the workplace.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 2.4.1	Cal/OSHA will identify 16 potential participants that meet the requirements for alliances.	17 potential participants were identified that meet the requirements for alliances.	Baseline: 18 Target: 16 Results: 17 Change: -6%	This goal was exceeded.
AM 2.4.2	Cal/OSHA will enter into a dialogue with 8 of the potential participants to explain the purposes, requirements and expectations of alliances, provide relevant information and explore a proposal that defines the projected participants and goals and objectives of the proposed alliance	11 participants were engaged in dialogue to explain the purposes, requirements, and expectations of alliances.	Baseline: 14 Target: 8 Results: 11 Change: -21%	This goal was exceeded.
AM 2.4.3	Cal/OSHA will select 4 organizations with which to enter into alliance agreements and will post those agreements on its public website	3 organizations were selected to enter into alliance agreements. These agreements will be posted on Cal/OSHA's public website.	Baseline: 5 Target: 4 Results: 3 Change: -40%	This goal was nearly met.
AM 2.4.4	Cal/OSHA will complete a Biennial Alliance Evaluation Report at the conclusion of each two-year Alliance Agreement and request alliance participants to complete and submit the same. Each Alliance Evaluation Report will evaluate the effectiveness of the alliance and identify areas of benefit and/or corrective measures for future renewal of agreements.	2 Biennial Alliance Evaluation reports were completed for State Fund and Mexican Consulates. Each report evaluated the effectiveness of the alliance, identified the areas of benefit, and suggested corrective measures for potential future renewals.	N/A - Baseline, target, and percent change are not included as this is a new activity measure for this year.	This goal was achieved.
Outcome Measures				

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 2.4.1	Cal/OSHA will sign 2 alliance agreements	3 Alliance Agreements were entered into in FFY 2024. These are two-year, renewable agreements.	Baseline: 3 Target: 2 Results: 2 Change: -33%	This goal was achieved.
OM 2.4.2	Cal/OSHA and the Alliance participants will meet within 30 business days of executing the agreement to develop Work Plans	Cal/OSHA met with alliance participants and developed within 30 business days of executing the agreement to develop Work Plans that outline specific activities to be completed during the two-year contract with 2 of 3 newly signed agreements.	N/A - This goal is action-based, focusing on meetings to develop work plans with alliance participants. Baseline, target, and percent change metrics are not applicable.	This goal was achieved.
OM 2.4.3	Cal/OSHA will hold quarterly meetings with the alliance participants to discuss the progress of the developed Work Plans	Regular meetings were held with alliance participants throughout the reporting period to discuss the progress of the developed Work Plans.	N/A - Baseline, target, and percent change are not included as this is a new activity measure for this year.	This goal was achieved. Additional meetings were held as needed to support Work Plan progress.

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Goal 2.5 Increase Employers' Awareness of Activities Protected from Retaliation or Discrimination

Strategic Goal 2: Promote workplace cultures that increase employee and employer awareness of, commitment to, and involvement in safety and health.

Performance Goal 2.5: Increase effectiveness of promoting appropriate workplace cultures through better collaboration between Cal/OSHA and RCI/OSHA.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 2.5.1	Create a joint committee to <ul style="list-style-type: none"> Identify, review, and suggest changes to relevant documents Identify, develop, and execute joint trainings Update protocols and procedures for Cal/OSHA referrals to RCI and vice versa. 	<p>While a joint committee has not yet been established, Cal/OSHA continues its ongoing collaboration and cross-agency referrals with the Division of Labor Standards Enforcement (DLSE) Retaliation Complaint Investigation Unit (RCI).</p> <p>Cal/OSHA and DLSE are actively working to create a joint committee and are currently identifying committee members, scheduling meeting dates and outline topics for discussion.</p> <p>Concurrently, both divisions are updating their protocols and procedures for interdepartmental referrals. Current efforts include high-level discussions on the methods and mechanisms for referrals, as well as addressing practical challenges related to implementing a referral system within DIR's existing programs.</p>	N/A- Baseline, target, and percent change are not applicable as this is a new, action-based activity measure.	This goal was not fully met.
AM 2.5.2	Develop a voluntary ride-along program between RCI and Cal/OSHA.	Cal/OSHA is actively working with RCI/OSHA to develop plans for future actions.	See AM 2.5.1 above.	This goal was not fully met.
AM 2.5.3	Develop a joint training for Cal/OSHA and RCI.	Cal/OSHA is actively working with RCI/OSHA to develop plans for future actions.	See AM 2.5.1 above.	This goal was not fully met.
Outcome Measures				

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 2.5.1	Joint Committee meets at least quarterly.	Cal/OSHA is actively working with RCI/OSHA to develop plans for future actions.	N/A- Baseline, target, and percent change are not applicable as this is a new, action-based outcome measure.	This goal was not fully met.
OM 2.5.2	Have at least 5 RCI/OSHA deputies participate in Cal/OSHA ride-alongs.	Cal/OSHA is actively working with RCI/OSHA to develop plans for future actions.	See OM 2.5.1 above.	This goal was not fully met.
OM 2.5.3	Conduct at least 1 joint training session in Northern California and 1 in Southern California	Cal/OSHA is actively working with RCI/OSHA to develop plans for future actions.	See OM 2.5.1 above.	This goal was not fully met.

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Goal 3.1 Timeliness of Inspections Opening and Citations Issuance

Strategic Goal 3: Maximize Cal/OSHA's effectiveness and enhance public confidence.

Performance Goal 3.1: To respond effectively to mandates so that workers are provided full protection under Cal/OSHA by timely response to imminent hazards, to formal complaints and to work related fatality reports, as well as by timely issuance of citations, so that hazards could be timely corrected.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 3.1.1	Cal/OSHA district offices will run, on a weekly basis, the "UPA Tracking" report to monitor the unsatisfied complaints, and will run monthly the "UPA One Liner Detail" report to track complaint response time.	The "UPA Tracking" report and "UPA One Liner Detail" report were run as scheduled in most district offices.	N/A - This is an action-based activity measure, tracking the completion of specific tasks. Baseline, target, and percent change metrics do not apply.	This goal was partially achieved, with reports successfully run as follows: 83% - UPA Tracking 84% - UPA One-Liner
AM 3.1.2	Cal/OSHA will use the SAMMs report to monitor, on a monthly basis, response times to imminent hazard complaints/referrals, as well as to fatality reports, and correct data entry errors that occur.	The SAMMs report was monitored monthly across most district offices to track response times for imminent hazards, complaints, and fatality reports.	See AM 3.1.1 above.	This goal was mostly achieved, with reports successfully run 90% of the time at the intended frequency
AM 3.1.3	Cal/OSHA district offices will run, on a monthly basis, the "Open Inspection" report and will work with CSHOs to expedite citation issuance.	The "Open Inspection" report was generally run monthly in most district offices.	See AM 3.1.1 above.	This goal was mostly achieved, with reports successfully run 90% of the time at the intended frequency
AM 3.1.4	All Cal/OSHA offices will monitor SAMMs and other management reports to track progress of citations' lapse time.	SAMMs and Open Inspection reports were monitored regularly to track citation lapse time.	See AM 3.1.1 above.	This goal was mostly achieved, with reports successfully run 90% of the time at the intended frequency
Outcome Measures				

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 3.1.1	Cal/OSHA will respond to formal serious complaints on average within 3 working days and to formal non-serious complaints on average within 14 calendar days of receipt of the complaint.	<p>Average response times in FFY 2024 were as follows:</p> <p><u>Serious complaints (formal and non-formal)</u> CA SAMMs Measure #CA-1A: 2.72 working days</p> <p><u>Non-serious complaints (formal and non-formal)</u> CA SAMMs Measure #CA-1B: 13.39 calendar days</p> <p>Data reflects information from the OIS CA SAMMs report as of December 2, 2024.</p>	<p><u>Serious Complaints:</u> Baseline: 3.16 Target: 3.00 Results: 2.72 Change: -14%</p> <p><u>Non-serious Complaints:</u> Baseline: 14.26 Target: 14.00 Results: 13.47 Change: -6%</p>	<p>This goal was achieved.</p> <p>Due to reporting limitations in the CA SAMMs report, response times include both formal and non-formal serious complaints.</p>
OM 3.1.2	Cal/OSHA will respond to 100% of imminent hazard complaints/referrals within one work day of receipt.	<p>Cal/OSHA responded to 100% of imminent hazard complaints/referrals within one work day of receipt, (SAMMs Measure #03).</p> <p>Data reflects information from the OIS SAMMs report as of December 2, 2024.</p>	<p>Baseline: 99.25% Target: 100% Results: 100% Change: +1%</p>	This goal was achieved.
OM 3.1.3	Cal/OSHA will also respond to 100% work related fatality reports within one work day of receipt	<p>Cal/OSHA responded to 92.04% work related fatality reports within one work day of receipt, as reflected by (SAMMs Measure #10).</p> <p>Data reflects information from the OIS SAMMs report as of December 2, 2024.</p>	<p>Baseline: 92.78% Target: 100% Results: 92.04% Change: -1%</p>	<p>This goal was not fully met.</p> <p>Delays were caused by factors such as the presence of ongoing law enforcement activities and extended fact-finding requirements.</p>
OM 3.1.4	Average number of days for citations issuance will decrease for both safety and health inspections	<p>Average citation lapse times in FFY 2024 were as follows:</p> <p><u>Safety Inspections</u> SAMMs Measure #11: 81.52 days</p> <p><u>Health Inspections</u> SAMMs Measure #11: 74.84 days</p> <p>Data reflects information from the OIS SAMMs report as of December 2, 2024.</p>	<p><u>Safety:</u> Baseline: 78.95 Target: Results: 81.52 Change: +3%</p> <p><u>Health:</u> Baseline: 75.94 Target: Results: 74.84 Change: -1%</p>	<p>This goal was achieved for health inspections and nearly met for safety inspections.</p> <p>Safety inspections showed a slight increase over the baseline, while health inspections improved slightly.</p>

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 3.1.5	Percentage of serious violations abated during inspection will be at least 68%.	75% (2,208 out of 2,928) of serious violations issued during FFY 2024 were abated on site, reported as "corrected during inspection."	Baseline: 74% Target: 68% Results: 75% Change: +1%	This goal was met achieved.

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Goal 3.2 Training and Professional Development

Strategic Goal 3: Maximize Cal/OSHA's effectiveness and enhance public confidence.

Performance Goal 3.2: Improve the skills, capabilities and technical knowledge of Cal/OSHA workforce.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 3.2.1	A professional development and training program for newly hired CSHOs will continue to be implemented. The developmental training program for each CSHO will be implemented during: <ul style="list-style-type: none"> The first year; The first three years 	Cal/OSHA continued to implement the professional development and training program for newly hired CSHOs, covering both the first year and the first three years as outlined.	N/A	This goal was achieved.
AM 3.2.2	Individual development plans (IDPs) for CSHOs will be developed annually with their supervisors and submitted to the Professional Development and Training Unit (PDTU).	A total of 15 IDPs for were developed with supervisors and submitted to PDTU.	N/A	This goal was achieved.
AM 3.2.3	The development and updating of all IDPs will be monitored and tracked by PDTU and management with status reports provided annually to enforcement management.	PDTU and management monitored and tracked the development and updating IDPs, with status reports provided to enforcement management.	N/A	This goal was achieved.
AM 3.2.3	At least 2 technical courses related to their professional work will be offered to each CSHO annually.	PDTU offered a total of 20 technical courses to CSHOs this year.	Baseline: N/A Target: 2 Results: 20 Change: N/A	This goal was achieved, exceeding the target of 2 courses per CSHO. Total offerings may vary based on program needs and resources, so baseline and percent change are not fixed.
Outcome Measures				

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 3.2.1	80% of the newly hired CSHOs will receive during their <u>first year</u> all the required training.	100% of newly hired CSHOs received all the required training during their <u>first year</u> .	Baseline: 100% Target: 80% Results: 100% Change: 0%	This goal was achieved.
OM 3.2.2	80% of the newly hired CSHOs will receive during their <u>first three years</u> all the required training.	98% of the newly hired CSHOs received all the required training during their <u>first three years</u> .	Baseline: 96% Target: 80% Results: 98% Change: +2%	This goal was achieved.
OM 3.2.3	80% of CSHOs with more than three years of experience will attend at least 4 technical courses during their first five years	100% of the CSHOs with more than three years of experience attended at least 4 technical courses.	Baseline: 100% Target: 80% Results: 100% Change: 0%	This goal was achieved.
OM 3.2.4	80% of CSHOs with at least one year of experience will have a completed and/or updated IDP on file with PDTU	17% of the CSHOs with at least one year of experience have a completed and/or updated IDP on file with PDTU.	Baseline: N/A Target: 80% Results: 17%	This goal was not fully met. Efforts will continue to increase IDP completion for CSHOs.

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Goal 3.3 Communication with Stakeholders

Strategic Goal 3: Maximize Cal/OSHA's effectiveness and enhance public confidence.

Performance Goal 3.3: Enhance communication with industry, labor, and professional safety and health organizations.

FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Activity Measures				
AM 3.3.1	Cal/OSHA will hold Cal/OSHA Advisory Committee meetings involving labor, management, and other interested stakeholders.	Cal/OSHA continued to hold Advisory Committee meetings as scheduled, involving labor, management, and other stakeholders.	N/A - This is an action-based activity measure, tracking the completion of specific tasks. Baseline, target, and percent change metrics do not apply.	This goal was achieved.
AM 3.3.2	Cal/OSHA will hold exploratory and pre-rulemaking open public advisory meetings on a variety of topics.	Cal/OSHA continued to hold exploratory and pre-rulemaking open public advisory meetings on a variety of topics.	See AM 3.3.1 above.	This goal was achieved.
AM 3.3.3	Cal/OSHA will hold State Agency Safety and Health Network meetings to share updates and other important safety and health related information to California's State agencies.	Cal/OSHA held State Agency Safety and Health Network meetings to share updates and important safety information with state agencies.	See AM 3.3.1 above.	This goal was achieved.
AM 3.3.4	Cal/OSHA will email hazard alerts and other safety ad health related notifications to employers using its Listserv, and issue news releases, and post information on its social media platforms	Cal/OSHA distributed safety alerts and notifications through subject-specific emails, news releases, and social media posts.	See AM 3.3.1 above.	This goal was achieved.
AM 3.3.5	Cal/OSHA will reach out to stakeholder groups for their feedback when developing fact sheets and other publications on various subjects	Stakeholder groups were engaged to provide input on fact sheets and publications during development. Stakeholder feedback was incorporated into all relevant materials.	See AM 3.3.1 above.	This goal was achieved.
AM 3.3.6	Cal/OSHA will respond to requests from stakeholders for Cal/OSHA senior staff and management to participate and present at various events	Cal/OSHA senior staff and management participated in stakeholder events, providing presentations and updates on safety initiatives.	See AM 3.3.1 above.	This goal was achieved.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
Outcome Measures				
OM 3.3.1	At least 2 Cal/OSHA Advisory Committee meetings will be held.	3 Advisory Committee meetings were held during FFY 2024.	Baseline: 3 Target: 2 Results: 3 Change: 0%	This goal was achieved.
OM 3.3.2	All virtual Cal/OSHA Advisory Committee meetings will be recorded and posted for public access.	All 3 Advisory Committee meetings were accessible to the public via live Zoom streaming, recorded, and subsequently published on the Cal/OSHA website	N/A - This is an action-based outcome measure, focused on ensuring accessibility and transparency. Baseline, target, and percent change metrics do not apply.	This goal was achieved.
OM 3.3.3	At least 6 exploratory and pre-rulemaking open public advisory meetings on emerging topics will be held.	6 exploratory and pre-rulemaking open public advisory meetings were conducted during FFY 2024.	Baseline: 7 Target: 6 Results: 6 Change: -14%	This goal was achieved.
OM 3.3.4	Cal/OSHA will hold at least 3 State Agency Safety and Health Network meetings annually	3 State Agency Safety and Health Network meetings were conducted during FFY 2024.	Baseline: N/A Target: 3 Results: 3	This goal was achieved.
OM 3.3.5	Cal/OSHA will email 2 hazard alerts or other safety and health related information to employers, issue 6 news releases, and post monthly to its social media platforms	Cal/OSHA issued 9 hazard alert emails, 23 news releases, and 302 social media posts throughout FFY 2024.	Baseline: N/A Target: 2 Results: 9 hazard alert emails, 23 news releases, 302 social media posts	This goal was exceeded.

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FFY 2024 Performance Indicators		Results	Baseline/ Target / Change (%)**	Comment
OM 3.3.6	All of the factsheets and publications developed by Cal/OSHA or under its direction will be subject to input from the interested stakeholders	All new fact sheets and publications developed by Cal/OSHA were reviewed by stakeholder groups. Selected stakeholders reviewed and provided input on all of the new fact sheets and publications that were developed by Cal/OSHA or under its direction.	N/A - This is an action-based outcome measure, focused on achieving specific qualitative outcomes. Baseline, target, and percent change metrics do not apply.	This goal was achieved.
OM 3.3.7	Cal/OSHA senior staff and management will participate and present at 12 events organized by stakeholder groups and organizations	133 stakeholder events included participation by Cal/OSHA senior staff and management during FFY 2024.	Baseline: 47 Target: 12 Results: 133 Change: +183%	This goal was exceeded.

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III. Progress Toward Strategic Plan Accomplishments

Over the course of the extended FFY 2019–2025 Strategic Plan period, Cal/OSHA has advanced its strategic goals through a combination of enforcement, education, and stakeholder collaboration

Strategic Goal 1: Securing Safe and Healthy Workplaces

Cal/OSHA's targeted enforcement and hazard abatement strategies have addressed critical risks in high-priority industries such as construction and agriculture. In agriculture, a sector with unique and persistent hazards, sustained outreach and enforcement efforts have contributed to consistently high abatement rates and improved safety practices. Similarly, the Division's targeted interventions in tree trimming and other mobile workforce industries have demonstrated measurable successes in mitigating risks and enhancing worker protections.

Heat illness prevention remains a cornerstone of Cal/OSHA's strategy to secure safe workplaces, particularly given California's diverse and outdoor-intensive workforce. Through robust enforcement and outreach initiatives, the Division has made significant progress to reduce heat-related risks, equipping employers and workers with proactive safety strategies. These efforts reflect Cal/OSHA's adaptability to climate-driven challenges, while maintaining its commitment to protecting vulnerable populations.

In FFY 2024, Cal/OSHA expanded its focus on workplace violence prevention, building on its established enforcement in healthcare and extending into general industry, where risks are also present. This broader emphasis aligns with the Division's mission to protect workers from harm and underscores its dedication to addressing emerging workplace hazards.

Emerging threats, such as respirable crystalline silica have also remained a priority. In response to the rise of silicosis cases and identified risks in the engineered stone industry, Cal/OSHA adopted an emergency temporary standard during this reporting period. This regulation exemplifies the Division's commitment to safeguarding workers from severe and preventable health risks.

Strategic Goal 2: Promoting Workplace Cultures

Cal/OSHA advanced its mission of promoting a culture of safety and health through targeted outreach, education, and collaboration across California's diverse industries. Partnerships with labor organizations, employer groups, and community stakeholders have been instrumental in advancing this goal. Over the past five years, the Division has expanded its multilingual outreach materials and tailored safety resources to meet the needs of vulnerable populations.

In FFY 2024, the Bilingual Community Engagement Unit (BCEU) played a pivotal role, conducting 289 outreach events in partnership with community-based organizations, unions, and government agencies. These events engaged over 81,650 workers, with significant outreach to Spanish-speaking and multilingual worker populations.

The BCEU collaborated with the Mexican Consulates, higher education institutions, and labor organizations to deliver information in multiple languages, including Mixteco, Cambodian, Hmong, and Punjabi, ensuring critical safety information reached workers in high-risk industries such as agriculture, construction, and warehousing. These efforts were bolstered by the distribution of over 154,550 educational publications addressing workplace safety topics such as heat illness prevention, wildfire smoke hazards, and workers' rights.

In addition to these efforts, Cal/OSHA's participation in Workers' Labor Rights Clinics, Oxnard Farmworker Caravans, and Labor Rights Week events provided targeted opportunities to engage vulnerable workers. During these events, enforcement staff assisted workers in filing complaints and provided direct support in navigating workplace protections. These programs not only strengthen compliance but also inspire broader industry practices that emphasize prevention over reaction. Collaborations with community-based organizations and unions have been instrumental in extending Cal/OSHA's reach to underserved worker populations.

Strategic Goal 3: Maximizing Effectiveness and Enhancing Public Confidence

FFY 2024 marked a year of recovery and realignment as Cal/OSHA continued its progress towards maximizing operational effectiveness and enhancing public confidence.

Cal/OSHA responded to serious complaints within an average of 2.72 working days, surpassing its goal of 3 days or less. This represents a substantial recovery compared to FFY 2021, when response times peaked at 10.32 days due to pandemic-related challenges.¹⁵ Similarly, the Division responded to non-serious complaints within an average of 13.39 calendar days, meeting its goal of 14 days or less—a significant improvement from the pandemic-impacted response time of 19.14 days in FFY 2021.¹⁶ For imminent hazard complaints and referrals, Cal/OSHA maintained a 100% timely response rate, reflecting its long-standing commitment to addressing urgent workplace hazards.

The Division also made notable progress in responding to work-related fatality reports, achieving a response rate of 92.04% within one workday in FFY 2024—an increase from 63.88% in FFY 2021¹⁷. Several factors contributed to the delays, including jurisdictional challenges, staff availability, and the complexity of certain cases. Jurisdictional issues often required additional time to verify if fatalities were work-related or fell under Cal/OSHA's authority, such as in cases involving conflicting information about employers or locations. Limited availability of staff with specialized expertise, particularly during holidays, trainings, or illness, further impacted response times. Additionally, unique cases such as criminal incidents, late employer reporting, or those involving multiple agencies, required additional time for investigation and coordination. Despite these challenges, the Division has made substantial progress since the pandemic and continues to prioritize timely response to workplace fatalities.

¹⁵ Results for FFY 2021 (10/01/2020-9/30/2021) CA SAMM Report Measure # CA-1A as of report run December 2, 2024.

¹⁶ Results for FFY 2021 (10/01/2020-9/30/2021) CA SAMM Report Measure # CA-1B as of report run December 2, 2024.

¹⁷ Results for FFY 2021 (10/01/2020-9/30/2021) SAMM Report Measure #10 as of report run December 2, 2024.

Operational improvements have been key to Cal/OSHA's achievements under this strategic goal. Investments in staff training and professional development have equipped CSHOs to address both traditional and emerging workplace challenges. Additionally, Cal/OSHA's participation in hundreds of stakeholder events throughout the Strategic Plan period has strengthened relationships with industry leaders and community partners, fostering trust and collaboration on workplace safety initiatives

Cal/OSHA's progress demonstrates its ability to adapt to emerging challenges while maintaining focus on long-term objectives. Moving forward, the Division remains committed to leveraging its resources effectively to protect workers, support employers, and advance workplace safety and health across California.

IV. Mandated Activities

Cal/OSHA's efforts during FFY 2024 included significant accomplishments and strategic adjustments aimed at addressing emerging challenges and expanding enforcement capabilities.

Continued Leadership in Heat Illness Prevention

Cal/OSHA's efforts to address outdoor heat hazards remained a cornerstone of its enforcement and outreach programs during FFY 2024. The Division conducted over 300 proactive high-heat inspections, targeting vulnerable workers in agriculture, construction, and other outdoor work settings. Additionally, over 51,000 heat illness prevention materials were distributed to employers and employees, emphasizing strategies to manage heat-related risks effectively in high-exposure industries such as agriculture and construction.

This reporting period also marked the implementation of a new indoor heat regulation, Title 8, section 3396, which went into effect on July 23, 2024. This regulation introduces critical protections for workers exposed to heat risks in indoor environments. Under this standard, workplaces where indoor temperatures reach 82°F are required to implement safety measures to prevent heat illness. Cal/OSHA ensured enforcement staff were trained on the new standard while providing employers and workers with updated resources for compliance. The new rule expands Cal/OSHA's comprehensive approach to heat illness prevention, addressing hazards across a wider range of workplaces.

Cal/OSHA also leveraged its Heat Illness Prevention Network, comprising over 340 public and private organizations, to enhance employer and worker awareness. These outreach efforts included 16 billboards, 103 lunch trucks, and multilingual advertisements in English, Spanish, Mixtec, and Punjabi, reaching high-risk communities across California.

Cal/OSHA's efforts in heat illness prevention are closely monitored nationwide, as other states and federal agencies look to California's regulations and enforcement strategies for guidance. These programs demonstrate how proactive education and enforcement can drive meaningful improvements in workplace safety while equipping employers and workers to manage heat-related risks effectively.

Adoption of Emergency Temporary Standard on Respirable Crystalline Silica (RCS)

In December 2023, Cal/OSHA adopted an emergency temporary standard (ETS) to address respirable crystalline silica (RCS) risks in industries. The ETS, applicable to employees working in general industry under Title 8, section 5204, introduces enhanced protections for workers performing high-exposure tasks involving artificial and natural stone, particularly in stone manufacturing industries such as countertop production. It also includes important revisions to protect workers engaged in high exposure trigger tasks such as cutting, grinding, polishing, clean-up, etc., of materials that involve artificial stone and natural stone containing more than 10% crystalline silica.

During FFY 2024, Cal/OSHA conducted 72 inspections targeting silica-related hazards and issued 29 Orders Prohibiting Use (OPUs) to address unsafe practices. These regulations reinforce the Division's commitment to mitigating severe and preventable occupational illnesses. Outreach and enforcement efforts will continue to focus on protecting workers in this critical area.

Investments in Hiring and Staffing

Cal/OSHA has significantly expanded its operational capacity by creating a new Central California regional office for field enforcement. This new region, established during FFY 2024, includes a regional office in Fresno and district offices in Modesto, Fresno, and Bakersfield, with a Santa Barbara office set to open soon. These efforts underscore the Division's adaptability and commitment to addressing regional needs and improving enforcement efficiency. The additional field offices are expected to enhance Cal/OSHA's ability to conduct more inspections, respond more quickly to complaints, and focus on industries and areas with heightened safety risks.

Looking ahead, Cal/OSHA is forming the Agricultural Enforcement Task Force and Outreach Unit (AETFO) to provide focused enforcement and outreach in agriculture, one of California's most critical industries. Plans include staffing four new district offices in Lodi, Salinas, Bakersfield, and El Centro, along with satellite offices in Merced, Madera, Fresno, Tulare, San Luis Obispo, Santa Barbara, Riverside, and San Diego. These initiatives will bolster Cal/OSHA's capacity to serve high-risk sectors effectively and equitably, ensuring that enforcement activities are closely aligned with the state's diverse workforce needs.

The Division has also established a fully operational Recruiting Unit to monitor and track vacancies, job postings, applicants, and hiring processes. Additionally, enhancements to the call answering system improved access for English and Spanish-speaking communities, prioritizing worker needs and ensuring streamlined connections to essential services. These accomplishments are complemented by transparent hiring initiatives, which are publicly accessible on the Division's recruitment webpage.

California Wildfires and Smoke Protections

The impacts of wildfire smoke continue to pose a significant workplace hazard across California. During FFY 2024, Cal/OSHA updated its wildfire smoke protection resources and expanded training efforts to address these risks. Outreach campaigns targeted over 358,000

employers through email distributions, while information was shared at events focused on agriculture, construction, and warehousing industries.

Additionally, Cal/OSHA's multilingual outreach included radio advertisements and in-person events aimed at helping employers and workers implement wildfire smoke protections effectively. These efforts underscore Cal/OSHA's adaptability in addressing climate-driven workplace safety challenges and highlight its commitment to protecting workers from the unique hazards posed by wildfires.

Expanded Focus on Workplace Violence

Cal/OSHA took significant steps to enhance workplace violence prevention during the reporting period. Building on its established requirements in healthcare settings, Cal/OSHA implemented new provisions under California Senate Bill 553 (Cortese), amending California Labor Code section 6401.7 and created section 6401.9, effective July 1, 2024. These provisions extend workplace violence prevention requirements to general industry, reflecting Cal/OSHA's proactive approach to addressing safety risks across diverse work environments.

To support employers and workers in complying with these new requirements, the Division developed and updated a comprehensive suite of resources, including fact sheets, model plans, and multilingual guidance materials. Training sessions and webinars, such as [Navigating the New Workplace Violence Prevention Law](#), provided targeted education for employers and workers, emphasizing strategies for hazard identification, mitigation, and compliance.

Cal/OSHA's collaborative efforts with stakeholders have been instrumental in disseminating these resources and fostering awareness of workplace violence risks and prevention strategies. These initiatives underscore the Division's commitment to adapting its enforcement and outreach efforts to address emerging workplace safety challenges.

Cal/OSHA's accomplishments during FFY 2024 highlight its ability to address immediate needs while laying the groundwork for future progress. The Division remains committed to evolving its strategies and resources to ensure the safety and health of California's workforce.

V. Conclusion

Cal/OSHA's performance during FFY 2024 demonstrates its commitment to protecting workers, supporting employers, and addressing emerging workplace safety challenges. Through targeted enforcement, strategic outreach, and regulatory advancements, the Division has continued to strengthen workplace safety and health across California. As Cal/OSHA builds on these accomplishments, it remains dedicated to evolving its strategies and resources to meet the needs of California's workforce while serving as a model for workplace safety nationwide.