### OSHA/CalOSHA Overview

Kelly Howard

Sr. Safety Engineer

Cal/OSHA Consultation Service

### OSHA Program

- Created in 1970
- Occupational Health and Safety
- 26 States have their own program
  - At least as stringent as FedOSHA
- osha.gov

## **OSHA Program**

#### Enforcement

- Un-announced
   Invitation
- Citations
- Fines

### Consultation

- No citations
- No fines

### CalOSHA

- Roots going back to 1914
- California Labor Code
  - "Every Employer shall furnish employment and a place of employment that is safe and healthful for the employees therein."
- DIR/DOSH

### Regulatory Structure

#### FedOSHA

- 29 CFR 1910 (GISO) and 1926 (construction)

#### CalOSHA

- Title 8 CCR
  - Sub-chapters 4 (construction), 5 (electrical) and
     7 (GISO)

# Why do you need a H&S program?

- Good business sense
- Because you're in a State that has a regulatory requirement
- FedOSHA "general duty clause"

### Increased Cost of Injuries

#### **Direct Cost**

- Increased operating costs
- Workers compensation
- Medical expenses
- Lost productivity
- Wages paid

#### **Indirect Cost**

- -Turnover
- -Absenteeism
- -Retraining
- -Administrative time
- -Investigation time

# What makes up an effective H&S program?

- Industry Guidelines
  - ISO 14001(environmental)
  - BS-OHSAS 18001/ISO 45001 (H&S)
  - ANSI Z10- 2012
- Regulatory requirement
  - Fed OSHA Guidelines
    - "Form 33"
  - Cal OSHA T8CCR 3203 Requirement
    - "IIPP"

### Current "Form 33" Elements

- Management Leadership/Employee
   Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

# FedOSHA "General Duty Clause"

SEC. 5. Duties

(a) Each employer --

- (1) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;
- (2) shall comply with occupational safety and health standards promulgated under this Act.

"Implementing a safety and health program in accordance with these guidelines can aid employers in their efforts to comply with the OSH Act"



## Injury and Illness Prevention Program (California §3203/1509)

- Effective July of 1991
- The most cited Cal/OSHA regulation
- Required of all employers in California
- Develop and implement an <u>effective</u>, written IIPP

## Top Cited Hazards in CA: General Industry

- IIPP
- Heat illness prevention
- Reporting injuries, illnesses & fatalities
- IIPP construction
- Hazard communication
- Portable fire extinguishers
- Air tank permits
- Workspace around electrical equipment
- Storage, use and handling of compressed gas cylinders
- Field sanitation
- Guarding V-belts and drives
- Eyewash stations

# Injury and Illness Prevention Program (IIPP)

Blanket/Umbrella Safety Program that incorporates other required CalOSHA regulations:

- Chemical Hazard Communication
- Emergency Action Plan
- Heat stress
- etc

## ONE: Management Commitment and Assigned Responsibilities

Assign a person the responsibility and authority for implementing the safety program

State goals and objectives in a policy statement

## TWO: System for Employee Compliance

Overall: "Positive Reinforcement" tends to work better

- Emphasize employee safety and health responsibilities
- Recognize employees who follow safe work practices
- Encourage employees to report unsafe working conditions
- Make safety performance a regular part of employee appraisals

### **THREE: Safety Communications**

- Readily understandable by employees
- Safety Communications can include:
  - Meetings, Posters, Training
  - Health and Safety Committees
  - Safety suggestion box

## FOUR: Evaluation of Workplace Hazards

# Evaluation of Workplace Hazards

 Scheduled periodic safety inspections to identify hazards

 Have a system to evaluate new hazards introduced into the workplace

# Evaluation of Workplace Hazards

### Survey Should Include:

- Physical, chemical and biological hazards
- Employee behavior
- Cal/OSHA (Fed/OSHA)Regulations
- "Best practices"

# Evaluation of Workplace Hazards

Who should do the "inspections"?

• When/how often?

• Use a checklist(s)?

## Five: Accident Investigation Procedures

 Understand the basics of accident investigation Direct
Cause
behavior

Vs

Indirect Cause

what lead to the behavior

# Accident Investigation Procedures

- Require the prompt reporting of all accidents
  - Investigate all accidents
  - "Near-miss" incidents
- Conduct a thorough investigation
- Written documentation
- Action taken to prevent recurrence
- Inform OSHA of serious injury or death

# Accident Investigation Procedures

facts, not fault

- 1. What happened
- 2. Why did the accident happen
- 3. How a similar accident can be prevented
- 4. What action has been taken

### SIX: Hazard Correction

 Hazards should be corrected as soon as they are identified

 Review and prioritize hazard correction based on severity

### Hierarchy of Control

- Provides an ordered mitigation strategy to remove or reduce the hazard:
  - Elimination
  - Substitution
  - Engineering
  - Administrative
  - Personal Protective Equipment (PPE)

# SEVEN: Safety and Health Training

For new employees

All employees given new job assignments

When new hazards are introduced

# EIGHT: Records & Documentation

Scheduled and periodic inspections

Safety and Health training

### Maintaining Your Program

- This is a circular, not linear process
- You do not go through the steps and graduate
- You are always recycling

### Sources of Information & Help

Cal/OSHA: dir.ca.gov/dosh/puborder