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# Cal/OSHA Requirements and Compliance Assistance Resources

The following information is intended to assist construction employers in several areas: injury and illness reporting deadlines, online compliance assistance tools, specific job site tools, written programs, tailgate safety meetings, training requirements in Cal/OSHA regulations, Cal/OSHA inspection protocol (document request) and most frequently cited Cal/OSHA regulations in construction.

## Injury and Illness Reporting Deadlines

California employers were required to post the Log 300A "Summary of Injuries and Illnesses" in a conspicuous location of the work site from **February 1-April 30, 2019**. Need help on how to record injuries/illnesses? Click on "Forms for Recording Work-Related Injuries and Illnesses": [www.dir.ca.gov/dosh/dosh\\_publications/RecKeepOverview.pdf](http://www.dir.ca.gov/dosh/dosh_publications/RecKeepOverview.pdf).

In addition, under revised regulations, construction employers with 20-250 employees were required to electronically submit their Log 300A for calendar year 2018 to federal OSHA by **March 2, 2019**. For more information about how to electronically report your data: [www.osha.gov/injuryreporting/index.html](http://www.osha.gov/injuryreporting/index.html).

## Online Compliance Assistance Tools

"Cal/OSHA Guidance for Construction Employers" – This table allows employers and employees to access specific regulations for various Title 8 regulations on construction, as well as useful guidance materials, posters and other resources: [www.dir.ca.gov/dosh/construction-guide-summary.html](http://www.dir.ca.gov/dosh/construction-guide-summary.html).

"Cal/OSHA Pocket Guide for Construction" – This guide is for the use of workers, employers, supervisors, shop stewards, safety personnel and others. The Pocket Guide for Construction:

- Summarizes Title 8 regulations applicable to the construction industry
- Lists the major subject headings in alphabetical order in the table of contents
- Provides highlights of selected safety standards in each major subject heading within its scope and may also include best practices
- Is available in PDF format and can be printed online: [www.dir.ca.gov/dosh/dosh\\_publications/constguideonline.pdf](http://www.dir.ca.gov/dosh/dosh_publications/constguideonline.pdf)

## Portable Ladders, Fall Protection and Scaffolds

- "Portable Ladder Safety eTool" – This helpful eTool provides important information on portable ladder inspections, use and maintenance: [www.dir.ca.gov/dosh/etools/08-001/care.htm](http://www.dir.ca.gov/dosh/etools/08-001/care.htm)
- Another eTool on portable ladder safety provides references to the actual regulation: [www.dir.ca.gov/dosh/etools/08-001/regs.htm](http://www.dir.ca.gov/dosh/etools/08-001/regs.htm)
- "Fall Protection in Construction" – This fact sheet covers Cal/OSHA requirements, helpful safety information, common passive systems and common active systems: [www.dir.ca.gov/dosh/dosh\\_publications/Fall-Protection-in-Construction-fs.pdf](http://www.dir.ca.gov/dosh/dosh_publications/Fall-Protection-in-Construction-fs.pdf)

- "Scaffolds" – Follow this link for the actual Title 8, Section 1637, general requirements: [www.dir.ca.gov/dosh/dosh\\_publications/GuideForSupportedScaffolds.pdf](http://www.dir.ca.gov/dosh/dosh_publications/GuideForSupportedScaffolds.pdf)

This resource addresses 1) commonly used supported scaffolds, 2) common hazards in scaffold use, 3) selected Cal/OSHA regulations and 4) safe work practices.

## Written Safety and Health Programs

Construction employers are urged to make sure their basic written programs are up to date. Among others, these include 1) the Injury and Illness Prevention Program (IIPP), 2) the Heat Illness Prevention (HIP) Program and 3) the Code of Safe Practices.

1. IIPP eTool: [www.dir.ca.gov/dosh/etools/09-031/index.htm](http://www.dir.ca.gov/dosh/etools/09-031/index.htm)
2. HIP: [www.dir.ca.gov/dosh/HeatIllnessInfo.html](http://www.dir.ca.gov/dosh/HeatIllnessInfo.html)
3. Code of Safe Practices: [www.dir.ca.gov/title8/sub4\\_A.html](http://www.dir.ca.gov/title8/sub4_A.html). See plate A-3 for the recommended items for the Code of Safe Practices.

## Tailgate Safety Meetings

Cal/OSHA construction safety orders require construction employers to conduct tailgate/toolbox safety meetings every 10 days (Title 8, Section 1509(e)). Follow this link for more information: [www.dir.ca.gov/dosh/etools/09-002/tailgate.htm](http://www.dir.ca.gov/dosh/etools/09-002/tailgate.htm).

Within this link are additional links to: 1) Cal/OSHA publications (including the Pocket Guide), 2) an insert card (contains 63 separate tailgate topics with a link to the page in the Pocket Guide that describes what is required) and 3) setting up a tailgate/toolbox meeting. Be sure the foreman/crew leader who conducts the tailgate meeting keeps a record of the date, subject(s) discussed and names of the employees participating.



## Training Requirements in Cal/OSHA Regulations

A handy resource is a table prepared by Cal/OSHA that lists, by subject category, the basic training requirements in Cal/OSHA regulations. The “Cal/OSHA Safety & Health Training and Instruction Requirements” can be accessed at [www.dir.ca.gov/dosh/dosh\\_publications/trainingreq.htm](http://www.dir.ca.gov/dosh/dosh_publications/trainingreq.htm).

## Cal/OSHA’s at the Door and Wants to See Your Documentation

If Cal/OSHA reports to your job site and opens an investigation, they will present you with a document request with a deadline for production.

The one-page form is entitled “Document Request (Cal/OSHA 1 AY)” and contains 23 different documents that could be requested. If such a document request is received, please take it seriously and be as responsive as possible. If an employer fails to submit the requested documents, Cal/OSHA may conclude that they do not have the documents, and a citation/penalty might be issued. [www.dir.ca.gov/DOSHPol/P&PC-1AY.pdf](http://www.dir.ca.gov/DOSHPol/P&PC-1AY.pdf).

## Most Frequently Cited Standards in Construction

Over the last four years, the most frequently cited regulations during construction inspections were as follows:

1. Heat illness prevention (see [www.dir.ca.gov/title8/3385.html](http://www.dir.ca.gov/title8/3385.html))
2. Injury and illness prevention program (see [www.dir.ca.gov/title8/1509.html](http://www.dir.ca.gov/title8/1509.html))
3. Code of Safe Practices (see [www.dir.ca.gov/title8/1509.html](http://www.dir.ca.gov/title8/1509.html))
4. Emergency medical services (having an appropriately trained person onsite to render first aid) (see [www.dir.ca.gov/title8/1512.html](http://www.dir.ca.gov/title8/1512.html))
5. Reporting to Cal/OSHA any serious injury, illness or fatality (notification within 8 hours is required) (see [www.dir.ca.gov/title8/342.html](http://www.dir.ca.gov/title8/342.html))

Employers might be well-advised to check their safety programs to ensure they are in compliance to avoid citations in these areas. For these most frequently cited regulations, Cal/OSHA issued a total of 6,252 violations, with proposed penalties of \$6,236,931!

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