

# Commission on Health and Safety and Workers' Compensation

December 16, 2022

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Cal/OSHA Chief



State of California  
Gavin Newsom  
Governor

# Today's discussion items

- Cal/OSHA hiring updates
- Updated Heat Special Emphasis Program (added indoor heat)
- Extreme Heat (added resources and positions)
- Education and Outreach Updates
  - Worker outreach activities
  - Caravan events during Labor Rights Week
  - Voluntary Protection Program (VPP) ceremonies

# Hiring → Efforts

- Automated our prior manual hiring examination process
- Expanded our extensive outreach recruitment
  - Career fairs + Conferences (including virtual)
  - Advertising positions on social media + trade publications
  - Recently developed [“Work for Cal/OSHA” webpage](#)
  - Developing a Cal/OSHA recruitment video (nearly done) for our stakeholders to share on social media
  - Working to revitalize internship programs + exploring apprenticeship programs
  - Focused on recruiting those with bilingual skills

# Hiring → Progress

- Substantial Hiring Progress over last three years
  - 31 hired in 2020 (18 enforcement)
  - 72 hired in 2021 (59 enforcement)
  - 89 hired so far in 2022 (through 10/31) (41 enforcement)
- Thankfully, the Legislature added hundreds of new positions from Budget Change Proposals (BCPs) for our Cal/OSHA team.
- Bilingual hires
  - We have more than 48 certified bilingual staff
  - Recently hired two Bilingual Community Engagement Liaisons
  - Hiring 4 more Bilingual Community Engagement Liaisons

# Hiring → Progress

- 2022
  - 89 critical hires (41 enforcement)
    - Safety engineers
    - Industrial hygienists
    - Analysts + Bilingual analysts
    - Administrative staff
  - more than 300 positions in various stages of recruitment

# Heat Illness Special Emphasis Program (SEP)

- Comprehensive approach to preventing heat illnesses and deaths of employees employed in California.
  - **Communications & Outreach**
    - Bilingual Communications and Engagement Liaisons
  - **Consultation**
  - **Enforcement**
    - Heat Illness Prevention regulation, California Code of Regulations, t8CCR 3395 and other applicable regulations.
- These various units of the Division work together to go beyond statutorily required obligations, where reasonably possible, to address the hazards of heat exposure to employees.



# Heat Illness Special Emphasis Program (SEP)

- **NEW** - Heat Illness SEP recently updated to include **Indoor Heat Hazards**
- Indoor Heat Complaints
  - All valid, formal, indoor heat-related complaints will be addressed via onsite inspection.
    - No investigation by letter in lieu of inspection of any formal indoor heat-related complaints
    - Complaint must be deemed an indoor heat-related complaint if it alleges one or more heat-related hazards for an indoor environment.



# Extreme Heat (added resources/positions)

- Cal/OSHA received funding that was part of the multi-agency Extreme Heat Budget Change Proposal (BCP) that will:
  - Expand our public awareness campaign
  - Provide targeted outreach and education in multiple languages
  - Regional worker organization engagement
  - Expand Call Center hours of operation
  - Strategic enforcement efforts (heat illness + wildfire smoke)



# Extreme Heat (added resources/positions)

- Cal/OSHA management is developing hiring packages
  - Bilingual positions
    - Inspectors + Outreach + specialty positions

# Education and Outreach updates

- Cal/OSHA provided a heavy lift during the Labor Rights Week throughout California (Aug 29 – Sept 2)
  - Provided opening remarks at the kick-off event at the San Francisco Mexican Consulate
  - Participated in Facebook Live events that included Q&A's from workers and community-based organizations

# Indigenous Agriculture Worker Events

- Fresno & Madera (Sept 16)



(Listening through an interpreter to Lourdes, an indigenous agriculture worker, describing her personally experienced workplace safety and health concerns.



(Post-meeting photo with indigenous agricultural worker Lourdes, Sebastian Sanchez – Deputy Labor Secretary, Brandon Hart – Cal/OSHA Outreach & Communications Manager).

# Education and Outreach updates

- Two-day Labor caravan events in Imperial County
  - Early start times
  - Resources for workers



Local community-based organizations and state agencies announced on Nov. 14 the Labor Rights Caravan and Week of Action in Imperial County at the north side of Bucklin Park in front of a mural near the Imperial Valley LGBT Resource Center on Ross Avenue. Nov. 14, in El Centro.

ELIZABETH MAYORAL CORPUS PHOTO

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# VPP Events

- Rudolph & Sletten / SDSU  
(July 20<sup>th</sup>)



- NuStar Energy / Richmond  
(October 5<sup>th</sup>)



# Happy to field some questions!



(Some World Cup Futbol Mojo: Camp Nuo, Barcelona – FC Barca v. Real Betis – Dec 5, 2021)

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