

PROJECTS AND STUDIES

Introduction

In response to its Labor Code mandate, the Commission on Health and Safety and Workers' Compensation (CHSWC) has engaged in many studies to examine the health and safety and workers' compensation systems in California. CHSWC has concentrated these efforts on areas that are most critical and of most concern to the community.

CHSWC studies are conducted by staff and independent researchers under contract with the State of California. Advisory Committees are composed of interested members of the workers' compensation community and the public who provide comments, suggestions, data, and feedback.

Studies were initially formed to evaluate changes to the system after the implementation of workers' compensation legislative reforms in the early 1990s and to assess the impact on workers and employers. While that focus continues, the scope of CHSWC projects has also evolved in response to findings in the initial studies and to concerns and interests expressed by the Legislature and the health and safety and workers' compensation community.

This report contains synopses of current and recently completed projects and studies followed by an overview of all CHSWC projects and studies. These projects are categorized as follows:

- I. Benefits
- II. 2012 Workers' Compensation Reforms: CHSWC Studies and Other
- III. Medical Care
- IV. Occupational Safety and Health

PROJECTS AND STUDIES

SYNOPSIS OF CURRENT CHSWC PROJECTS AND STUDIES

Benefits

Disability Evaluation and Medical Treatment in the California Workers' Compensation System

Description

The Senate Bill (SB) 899 reforms relating to the evaluation of permanent disability (PD) augmented some already stringent reforms to medical treatment in the system. While the reforms did lead to a decline in the overall cost of workers' compensation in the State, with a reduction of more than 40 percent in premiums between 2004 and 2006, many controversies remain. In particular, complaints have arisen that the systems for evaluating disability and providing medical treatment are inefficient, inconsistent, and fraught with error, the Commission on Health and Safety and Workers' Compensation (CHSWC) issued a Request for Proposal (RFP) to conduct a disability evaluation study, and the contract was awarded to RAND.

The purpose of the CHSWC/RAND Disability Evaluation and Medical Treatment in the California Workers' Compensation System study is to answer important questions about the disability rating system in California: how effectively it targets benefits to disabled workers and whether the system imposes barriers to early return to work and better outcomes for employers and disabled workers.

Objectives of the Study

The objectives of the study are to:

- Conduct research on permanent disability ratings and worker outcomes in order to assess the accuracy and consistency of permanent disability ratings in California including the following:
- Evaluate and identify potential practices and policies that would improve both the quality and efficiency of the medical care provided under California's workers' compensation system and increase the efficiency of medical benefit administration.

Status: In process.

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PROJECTS AND STUDIES

2012 WORKERS' COMPENSATION REFORM SENATE BILL 863—CHSWC Studies

Wage Loss Study

Description

On September 18, 2012, Governor Brown signed into law comprehensive workers' compensation reform legislation, Senate Bill (SB) 863. SB 863, which took effect January 1, 2013, makes changes to measurement and compensation of permanent disability benefits.

SB 863 added Labor Code Section 4660.1(i) mandating the Commission on Health and Safety and Workers' Compensation (CHSWC) to conduct a study to compare average loss of earnings for injured workers with permanent disability ratings.

The purpose of the study is to:

- Compare average loss of earnings for employees who sustained work-related injuries with permanent disability ratings under the schedule.
- Determine if ratings under the new SB 863 permanent disability schedule are more proportional to earnings losses than ratings under the pre-SB 863 schedule.

Status: In process.

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PROJECTS AND STUDIES

2012 WORKERS' COMPENSATION REFORM SENATE BILL 863—CHSWC Studies

Public Self-Insured Program Study

Background

On September 18, 2012, Governor Brown signed into law comprehensive workers' compensation reform legislation, Senate Bill (SB) 863. SB 863 added Labor Code Section 3702.4, which requires the Commission on Health and Safety and Workers' Compensation (CHSWC) to undertake a study to examine the public self-insured program and provide recommendations for its improvement. CHSWC contracted with Bickmore to conduct an examination of California public self-insured employers.

Description

Bickmore evaluated the public self-insured program in three broad areas: Benefit Expenditures, Claims Administration, and Solvency

Findings

Regional differences were found both for expenditures and claims administration performance, but the reasons for the differences were not apparent. Very little financial and actuarial information is available to regulators. Recommendations were made to investigate regional differences and to require actuarial reports from public entity self-insurers.

Status: Completed.

For further information ...

"Examination of the California Public Sector Self-Insured Workers' Compensation Program,"
Bickmore (2014),
http://www.dir.ca.gov/chswc/Reports/2014/Public_Sector_Self_Insured_WC.pdf.

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PROJECTS AND STUDIES

MEDICAL CARE

Evaluation of SB 863 Medical Care Reforms

Description

On September 18, 2012, Governor Brown signed into law comprehensive workers' compensation reform legislation, Senate Bill (SB) 863, with the goal of improving access to medical care for injured workers, avoiding delays and disputes, and reducing costs to employers. SB 863, which took effect January 1, 2013, adopted several medical care reforms to meet these goals.

The Commission on Health and Safety and Workers' Compensation (CHSWC) contracted with RAND to conduct a joint study with the Division of Workers' Compensation (DWC) to evaluate medical care reforms enacted by SB 863.

Objectives of the Study

The objectives of the study are to:

- Evaluate the impact of the SB 863 medical care reforms both on an individual provision-by-provision basis and in combination.

The key topics for evaluation include:

- Medical necessity dispute resolution process.
 - Resource-Based Relative Value Scale (RBRVS) and other Official Medical Fee Schedule (OMFS) changes.
 - Independent bill review and other bill processing changes.
 - Medical Provider Network (MPN) operational and oversight provisions.
- Identify issues and make recommendations for addressing areas of potential concern.

A separate task of the study will be to assess workers' compensation required reports and the medical-legal fee schedule.

Technical Advisory Group meetings were held on August 14, 2014, and October 15, 2015, to solicit stakeholder feedback on the study's research design.

Status: In process.

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PROJECTS AND STUDIES

MEDICAL CARE

Coordination Between Health-Care Reform and Workers' Compensation

Description

The requirements of the Affordable Care Act (ACA), the new health-care laws in the United States, have policy implications for workers' compensation. The Commission on Health and Safety and Workers' Compensation (CHSWC) study on coordination between health-care reform and workers' compensation is looking at areas where workers' compensation and health-care overlap, and where they should or should not overlap.

The CHSWC study focuses on: (1) where the two systems have important interactions; (2) where an effort led by the CHSWC could have a substantial impact on California and national implementation efforts; and (3) ideas that might be attractive to funding partners.

Key areas thought to be important in the coordination of workers' compensation and the changes relating to implementation of the ACA include: the cost effectiveness of medical treatment regimens, third-party liability for treatment costs, changing employer responsibility for employment-based health insurance, the impact of occupational conditions on state and federal budgets, and creating an occupational and non-occupational medical treatment database.

Status: In process.

For further information ...

Compensation: Could Integration Pay for Covering the Working Uninsured?" (October 2009), http://www.dir.ca.gov/chswc/Reports/2009/Medical_Overhead_Cost_Comparision_2009.pdf.
"Summary of Occupational and Non-Occupational Integrated Care Roundtables" (2008), http://www.dir.ca.gov/chswc/Reports/SummaryOandNO_ICR2008.pdf.
"Integrating Group Health and Workers' Compensation Medical Care Factsheet" (2008), http://www.dir.ca.gov/chswc/Reports/CHSWC_IntegrationofCareFactsheet.pdf.
"Comparing the Costs of Delivering Medical Benefits Under Group Health and Workers' Compensation: Could Integration Pay for Covering the Working Uninsured?" (October 2009), www.dir.ca.gov/chswc/PublicCommentsandFeedback.html.

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MEDICAL CARE

Occupational and Non-Occupational Integrated Care

Description

Integration of group health and workers' compensation medical care is an alternative to two separate systems of medical care. Under integrated health care, the same individual physician or health provider group administers treatment for both occupational and non-occupational medical conditions and integrates payment for treatment under a single insurance policy. Integrating workers' compensation medical treatment with group health treatment offers employers the potential for significant savings and could help improve the quality of care and workers' overall access to health insurance.

Integration of Care Pilot Program

The Commission on Health and Safety and Workers' Compensation (CHSWC) has partnered with the California Health-Care Foundation (CHCF) and the University of California (UC), Berkeley, to examine the feasibility of integrated care in California.

Evaluating the Potential for Savings Under Integration: Study of Cost Savings

CHSWC has issued a working paper titled "Comparing the Costs of Delivering Medical Benefits Under Group Health and Workers' Compensation: Could Integration Pay for Covering the Working Uninsured?" At its October 22, 2009, meeting, CHSWC voted to create an advisory group to discuss the findings of the issue paper on integrating workers' compensation medical and group health care. Subsequently, on February 25, 2010, CHSWC held a roundtable to discuss the issue paper in detail, get feedback from the advisory group, and examine the feasibility of adopting integrated care in California. The roundtable was composed of over 40 participants representing employers, labor, government agencies, medical providers, insurance companies, and attorneys.

Study Findings

Study findings estimate total national savings over the first ten years at between \$490 billion, based on National Academy of Social Insurance (NASI) data, and \$560 billion, based on California insurer data. Savings for California alone would be about \$10 billion in the first year and \$100 billion for the ten years from 2011 to 2020.

Status: Ongoing.

For further information ...

"Comparing the Costs of Delivering Medical Benefits Under Group Health and Workers' Compensation: Could Integration Pay for Covering the Working Uninsured?" (October 2009), www.dir.ca.gov/chswc/PublicCommentsandFeedback.html.

"Summary of Occupational and Non-Occupational Integrated Care Roundtables" (December 2008), http://www.dir.ca.gov/chswc/Reports/SummaryOandNO_ICR2008.pdf.

"Integrating Group Health and Workers' Compensation Medical Care," Factsheet (2008), http://www.dir.ca.gov/chswc/Reports/CHSWC_IntegrationofCareFactsheet.pdf.

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Roundtable Participants

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Linda Atcherley <i>Linda Atcherley & Associates, California Applicants' Attorneys Association</i>	Doug Kim <i>Green & Azevedo, California Applicants' Attorneys Association</i>
Gideon Baum <i>California Senate Labor and Industrial Relations</i>	Richard Martin <i>California Department of Managed Health Care</i>
Dave Bellusci <i>Workers' Compensation Insurance Rating Bureau</i>	Keith Mentzer <i>Department of Personnel Administration</i>
Doug Benner <i>Kaiser Permanente</i>	Robin Nagel <i>Kaiser Permanente, (Via Telephone)</i>
Kathy Biala <i>Milestone MMA</i>	Russell Novak <i>American Insurance Association</i>
Kathleen Bissell <i>Liberty Mutual Insurance Group</i>	Bernyce Peplowski <i>Zenith Insurance (Invited)</i>
Christy Bouma <i>Capitol Connection</i>	Lynda Ross <i>Kaiser Permanente</i>
Martin Brady <i>Schools Insurance Authority</i>	Mark Sektan <i>Association of California Insurance Companies</i>
Julianne Broyles <i>CAJPA</i>	Ginny Snyder <i>Bickmore Risk Services and Consulting</i>
Andy Chasin <i>Kaiser Permanente</i>	Linda Stutzman <i>Disability Management Insights</i>
Chris Citko <i>California Department of Insurance</i>	Steve Suchil <i>American Insurance Association</i>
Carolyn Ginno <i>California Medical Association</i>	Alex Swedlow <i>California Workers' Compensation Institute</i>
Jay Hansen <i>State Building and Construction Trades Council of California</i>	Harriet Traktman <i>Kaiser-On-the Job</i>
Scott Hauge <i>California Insurance & Associates</i>	Tammy Watts <i>Safety Health Center</i>
Timothy Hoops <i>WellPoint Inc.</i>	Mark Webb <i>Employers Direct</i>
Patrick Johnston <i>California Association of Health Plans</i>	Angie Wei <i>Legislative Director, California Labor Federation</i>

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MEDICAL CARE

Medical-Legal Study

Description

Reform legislation changes to medical-legal evaluations were intended to reduce both litigation cost and frequency, which drive up the price of workers' compensation insurance for employers and lead to long delays in case resolution and the delivery of benefits to injured workers.

In 1995, the Commission on Health and Safety and Workers' Compensation (CHSWC) initiated a project to determine the impact of the workers' compensation reform legislation on workers' compensation medical-legal evaluations. CHSWC contracted with the University of California (UC), Berkeley to carry out this study.

The study analysis is based upon the *Permanent Disability Claim Survey*, a set of data created each year by the Workers' Compensation Insurance Rating Bureau (WCIRB) at the request of the Legislature to evaluate the 1989 reforms. WCIRB data summarize accident claim activity, including such measures and elements as disability rating, including a disability rating after apportionment if it was applied, the types of providers, fee schedule types, cost of medical-legal evaluations, zip codes to facilitate regional analysis, whether the case was settled, and, if so, the method of settlement employed.

SB 863, which took effect January 1, 2013, introduced a significant change to medical-legal evaluations in how medical treatment disputes are resolved. As of January 1, 2013, for injuries occurring on or after that date, and as of July 1, 2013, for all dates of injury, disagreements about a specific course of medical treatment recommended by the treating physician can only be resolved through a process called independent medical review (IMR). Ninety-one (91) percent of medical-legal evaluations in WCIRB's 2012 PD Survey have dates of service on or after July 1, 2013, and show the impact of SB 863.

Findings

The study determined that a substantial decline in total medical-legal costs has occurred since the 1990s. The changes in total medical-legal costs for insurers result from shifts in its three components: total number of permanent partial disability (PPD) claims; average number of medical-legal evaluations per claim; and average cost of a medical-legal evaluation. From 1990 to 2004, the substantial decline in total medical-legal costs for insurers was the result of significant decreases in all three components of the cost structure. When the increase in the average cost of medical-legal evaluations from 2004 followed by increase in frequency of PPD claims in 2009, the source of savings could be attributed only to a reduced average number of evaluations performed per PPD claim. According to WCIRB, even after IMR, as a part of SB 863, became effective on all injuries starting in the second quarter of 2013, the number and cost of medical-legal reports have not shown any decline.

A significant increase in the average cost of a medical-legal evaluation between 2004 and 2012 accident years could be attributed to:

- Changes in the mix of codes under which the evaluations were billed to include a higher share of the most complex and expensive evaluations (ML-104) and smaller share of the least expensive type.

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PROJECTS AND STUDIES

- Increases in the average cost driven by claims in the Southern California region, where two thirds of all medical-legal evaluations originate from at a substantially higher cost.
- Increase in the average cost of psychiatric medical-legal evaluations, which are nearly always billed under the ML-104 code and are the most expensive in comparison to other medical-legal evaluations by physician type. Psychiatric evaluations comprise from 8 to 10 percent of all medical-legal evaluations.

Status: The medical-legal study was initiated in 1995 and is ongoing.

For further information ...

See “Medical-Legal Expenses” in the “System Costs and Benefits Overview” section of this report.

PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Inspection Targeting Issues for the California Department of Industrial Relations Division of Occupational Safety and Health

Description

This report examines the different types of inspections that the Division of Occupational Safety and Health (Cal/OSHA) carries out and the roles that they play.

It focuses on the three major inspection types in California: programmed (planned) inspections, complaint inspections, and accident investigations. It investigates several different issues:

- The average number of serious violations found during different inspection types and the average injury rates at the establishments that receive each type of inspection.
- How those measures vary with establishment size and the sequence of the inspection.
- How rates of complaint and programmed inspections vary across counties.
- A comparison across counties of the rates of all accident investigations with the rates for those limited to fatalities.

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Findings

Researchers found a lack of detailed data available on complaint investigations, making any analysis of the response to complaints difficult to design and compare with other types of inspections. Data are available for complaints that actually result in inspections, and the data point to these workplaces as already having high injury rates.

Contrary to policy expectations, researchers did not find a strong relationship between high hazard industries and proportionately high losses, violations, or number of injuries. Although this observation makes the job of allocating resources a new challenge in terms of possibly changing focus, it also opens up new areas of inquiry, including a review of procedures to match the findings suggested by this report. For example, industries with high injury rates deserve more attention for inspection. Findings from this study suggest that creating an optimal balance between reactive and proactive inspections is possible but that more work needs to be done to understand why the data show regional differences.

Status: Completed.

For further information ...

"Inspection Targeting Issues for the California Department of Industrial Relations Division of Occupational Safety and Health," RAND, 2013,
http://www.dir.ca.gov/chswc/Reports/2013/DOSH_Inspection_Targeting.pdf.

PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Aging Workforce Project

Description

According to the Bureau of Labor Statistics, the share of workers in the labor force who are 55 and over is projected to increase to 25 percent in 2020, up from 14 percent in 2002.

At its March 26, 2015, meeting, the Commission on Health and Safety and Workers' Compensation (CHSWC) voted to approve a proposal by the Labor Occupational Health Program (LOHP) for a project addressing the occupational safety and health needs of the aging workforce. The project is being conducted by the Labor and Occupational Health Program at UC Berkeley with assistance from the Department of Industrial Relations (DIR) and CHSWC staff. As part of the project, LOHP is conducting a needs assessment by collecting information on employment rates, injury rates, occupational safety and health issues, and the needs of aging workers. The study will also include a roundtable of key stakeholders to discuss the issues, challenges, best practices, and potential interventions relating to policy, regulation, enforcement, and outreach and education for the aging workforce.

Status: In process. A summary report from the roundtable is expected in early 2016.

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Worker Occupational Safety and Health Training and Education Program

Description

Labor Code Section 6354.7 establishes a Workers' Occupational Safety and Health Education Fund (WOSHEF) for the purpose of establishing and maintaining a statewide worker-training program. The Commission on Health and Safety and Workers' Compensation (CHSWC) has developed the Worker Occupational Safety and Health Training and Education Program (WOSHTEP) to raise awareness and promote injury and illness prevention through training and dissemination of materials by a statewide network of providers. This program is designed to prepare workers in California to take a leadership role in health and safety programs at work.

CHSWC has taken the following steps in implementing WOSHTEP:

- *Prepared Survey of State, National, and International Worker Health and Safety Training Programs.*
- *Created a labor-management Advisory Board to oversee program activities, which meets semiannually.* The WOSHTEP Advisory Board consists of employers and workers or their representatives who assist in guiding development of curricula and broadening partnerships.
- *Conducted needs assessments with stakeholders that will continue on an ongoing basis.*
- *Designed a core curriculum and supplemental training materials based on the results of the needs assessment.* This 24-hour Worker Occupational Safety and Health (WOSH) Specialist curriculum is aimed primarily at "workers who are able to train other workers and workers who have significant health and safety responsibilities, such as those serving on a health and safety committee or serving as a designated safety representative." Participants who complete six core modules and three supplemental modules become WOSH Specialists.
- *Adapted the WOSH Specialist curriculum and materials for California Prison Industries Authority (PIA) supervisors and trainers* to enable them to teach the WOSH Specialist course to inmate-workers who work in the PIA factories across the state.
- *Adapted the WOSH Specialist curriculum and materials into Awareness Sessions appropriate for target audiences* who cannot attend the full WOSH Specialist course. These sessions help promote awareness of and interest in the WOSH Specialist course.
- *Developed a training-of-trainers curriculum to train a statewide network of trainers as mandated by the statute.*
- *Adapted and disseminated statewide WOSH Specialist curriculum materials, including a Construction Study Training Guide in collaboration with the State Building and Construction Trades Council (SBCTC), AFL-CIO,* which incorporate WOSHTEP curricula appropriate for apprenticeship and pre-apprenticeship programs.

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- *Developed materials to implement heat illness training to protect California's farm workers from outdoor heat illness and workers in other industries from indoor heat illness.*
- *Adapted the WOSH Specialist curriculum and materials for Source America–affiliated Community Rehabilitation Programs in California that serve and employ individuals with disabilities.*
- *Created a Small Business Resources training program for small businesses to prepare them to teach their employees about health and safety on the job. Materials have been developed for small businesses owners and managers across industries, and industry-specific materials have been developed for the restaurant, janitorial, and dairy industries. A national version of the general industry materials has also been developed. The California version of the general industry materials has been translated into Spanish, Chinese, and Vietnamese.*
- *Created training programs and resources to develop and implement an Injury and Illness Prevention Program (IIPP) for general industry and for owners and managers of small businesses and the agricultural industry.*
- *Created health and safety programs for young workers, including a Young Worker Leadership Academy. One or two Academies have been offered annually in Northern California or in Southern California.*
- *Completed and disseminated booklets and other materials, including "The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs," a motor-vehicle safety factsheet, and a factsheet on spray polyurethane hazards.*
- *Established Resource Centers that house and distribute training materials and additional health and safety resources. These Resource Centers are located at LOHP, LOSH, and the Western Center for Agricultural Health and Safety (WCAHS) at UC Davis.*
- *Prepared and updated a Multilingual Health and Safety Resource Guide to Worker Training Materials on the Web for WOSHTEP.*

Next Steps

Each year, CHSWC assesses fees to California workers' compensation insurance carriers pursuant to Labor Code Section 6354.7 in order to fund the Workers' Occupational Safety and Health Education Fund (WOSHEF) for the next fiscal year, which funds WOSHTEP.

Next steps for WOSHTEP include: continuing training in a variety of industries for participants in diverse occupations and work settings as well as for small businesses and young workers, ongoing development of a statewide network of trainers, ongoing development and dissemination of materials on health and safety topics, broad outreach on all aspects of the program, and ongoing evaluation.

Status: Ongoing.

For further information ...

WOSHTEP website and List of Publications
<http://www.dir.ca.gov/chswc/woshtep.html>

PROJECTS AND STUDIES

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

California Partnership for Young Worker Health and Safety

Description

The Commission on Health and Safety and Workers' Compensation (CHSWC) continues to put California in the forefront as a nationwide leader in protecting and educating teen workers. Over the past 19 years, CHSWC has sponsored and convened the California Partnership for Young Worker Health and Safety, formalized by Assembly Bill (AB) 1599 in September 2000. The Partnership is coordinated by the Labor Occupational Health Program (LOHP) at the University of California (UC), Berkeley, with key support from the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles (UCLA), and other members of the Partnership. In addition to serving California, these efforts have inspired similar activity throughout the U.S.

The California Partnership for Young Worker Health and Safety is composed of agencies and organizations dealing with youth employment and education issues, as well as others who can play a role in educating and protecting young workers. Members represent educators, parents, employers, youth training programs, government agencies, and others.

The purpose of the Partnership is to identify potential strategies to: reduce work-related injuries and illnesses among youth in the California workforce, foster awareness and skills in health and safety that will remain with youth throughout their working lives and allow them to take an active role in shaping safe work environments, and promote positive, healthy employment for youth.

During the past year, the Partnership engaged in the following activities:

- *Promotion of the annual California Safe Jobs for Youth Month public awareness campaign in May*, a campaign established by former governor Gray Davis's proclamation in 1999. This year's public awareness and education activities included: a teen poster contest (with posters distributed to 1,000 schools and hundreds of other organizations serving youth), a teen video public service announcement (PSA) contest, development of an app version of the "Are You a Working Teen?" fact sheet, development of a web-based narrated work permit info presentation and quiz ("6 Things Young Workers Need to Know"), and distribution of the current Safe Jobs for Youth Month Resource Kit to over 200 educators and community groups (primarily through downloads from the website).
- *Support of and conducting of one Young Worker Leadership Academy per year*. A statewide Young Worker Leadership Academy (YWLA) was held in Berkeley January 29-31, 2015. The Academy is a part of the CHSWC Worker Occupational Safety and Health Training and Education Program (WOSHTEP). The Leadership Academy was coordinated by LOHP and supported by active participation of other Partnership members, including LOSH, DIR, federal Department of Labor, and the Economic Employment Opportunity Commission (EEOC). Young people from six different organizations around the state attended.

The goals of the Academy are: to teach youth about workplace health and safety and their rights on the job, to help youth start thinking about ways to help ensure that young people do not get hurt on the job, and to provide a forum for these youth to plan for specific actions they can take in their own communities to promote young worker safety. Academy alumni youth led many of the activities at the Academies and developed their own outreach projects. The

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PROJECTS AND STUDIES

California Partnership seeks opportunities for building the skills of YWLA young leaders, including speaking opportunities.

- *Exploring ways to integrate job health and safety education in the high school curriculum.* Partnership members guided LOHP efforts to promote health and safety education in a variety of programs, including Work Experience, Career Technical Education, WorkAbility, Linked Learning and Career Pathway Programs, and Career Readiness frameworks.
- *Coordinating the provision of information and resources on young worker health and safety.* Partnership members helped promote and recruit for the YWLA, the poster contest, the video PSA contest, and Safe Jobs for Youth Month resources and activities. In addition, several young people have made presentations to Partnership members about their innovative ideas to help reduce injuries and illnesses among young workers.

Partnership accomplishments include:

- More than 200 teachers, employers, and youth received direct training or were given presentations.
- At least 2,000 teachers, employers, and youth received written information, such as the fact sheets for teens and for employers, the Safe Jobs for Youth Month Resource Kit produced by LOHP, or articles in Partnership newsletters, such as that of the California Association of Work Experience Educators (CAWEE). In addition, CAWEE estimates that its own members reach approximately 15,000 students, parents, and employers with workplace safety information. Thousands more received information through listserv postings, email announcements, radio and video PSAs, and posters.
- About 30 teachers, employers and youth received direct technical assistance via phone, email, or via the www.youngworkers.org website.
- The www.youngworkers.org website was launched in May 2014. It is likely that some referring websites are still in the process of correcting links to specific pages. We are now also able to eliminate some of the robot-trolling from our statistics, so this year's statistics should be viewed as a baseline for future comparison and cannot be compared directly to those for previous years. During the past year, we have had 114,277 unique visitors who visited an average of three pages (nine hits) per visit. The most frequently visited pages, not counting the home page, were: the teen info page (viewed 5,784 times), the "What Is a Union?" page (viewed 3,703 times); the teen info page (viewed 7,750 times); the FAQs page (viewed 2,823 times); the "contact us" page (viewed 2,483 times) and the "Our Materials" page (viewed 2,527 times). The most frequent downloads, after the poster and PSA contest materials, were: activities from the YWLA Guide; current and past Safe Jobs for Youth Month Resource Kit activities (led by the 2006 risk mapping activity, and the 2009 Emergencies at Work activity) and our industry-specific young worker fact sheets (led by the fact sheets on construction).
- At least three newsletter, newspaper, or web-based articles have been published.
- Health and safety information continued to be integrated into ongoing statewide activities of many of the partners, including regular in-service training for work experience educators, widespread use of health and safety curricula in job training and work experience programs, and organizational links to the <http://www.youngworkers.org> website. The WorkAbility program, which places youth with learning and cognitive disabilities in the workplace, has required that all of its staff receive training on how to teach participants about health and safety.

In the coming year, the priorities include continuing to explore social media strategies for sharing health and safety information and expanding youth involvement in Partnership activities.

PROJECTS AND STUDIES

Status: Ongoing.

For further information ...

Young Worker Websites for information for teens, teen workers in agriculture, employers, parents, and educators.

<http://www.dir.ca.gov/YoungWorker/YoungWorkersMain.html>

<http://www.dir.ca.gov/chswc/woshtep.html>

<http://www.youngworkers.org>

<http://www.losh.ucla.edu> (UCLA-LOSH Youth Project)

Youth @ Work: Talking Safety (2014), <http://www.cdc.gov/niosh/talkingsafety/>

Engaging Employers in Protecting Young Workers: Tips and Best Practices from the Young Worker Safety Resource Center (2010),

http://lohp.org/docs/pubs/youth_work/ProtectingYoungWorkers.pdf

Teens Speak Out for Safety on the Job. Lessons from the Young Worker Leadership Academy (2008), <http://youngworkers.org/downloads/pdf/TeensSpeakOut.pdf>

Keeping California's Youth Safe on the Job—Updated Recommendations of the California Partnership for Young Worker Health and Safety (2004),

<http://www.youngworkers.org/downloads/pdf/2004Recommendations904.pdf>.

PROJECTS AND STUDIES

California Partnership for Young Worker Health and Safety

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

School Action for Safety and Health Program

Description

The Commission on Health and Safety and Workers' Compensation (CHSWC) has established California's School Action for Safety and Health (SASH) model program, to help schools statewide improve their injury and illness prevention practices and resources. The program includes training and resources to enable schools or school districts to develop or improve Injury and Illness Prevention Programs (IIPPs) and to make other health and safety improvements that will help protect school or school district employees from injuries and illnesses on the job. The target audience consists of K-12 schools and school districts at high risk of occupational injury and illness, including, but not limited to, the California Division of Juvenile Justice (formerly known as the Youth Authority), a division of the California Department of Corrections and Rehabilitation (CDCR).

On June 27, 2008, CHSWC hosted a roundtable discussion that brought together representatives from schools and school districts, the Governor's Office of Homeland Security, labor, and school-related agencies and organizations in California. The objectives of the meeting were to determine how best to structure and implement the model program including a training program for schools or schools districts with the priority training going to schools or school districts with high incidence rates and a pilot with schools from around the State.

The SASH program includes: a needs assessment conducted to determine the types of training and resources; development of materials and resources, including a SASH brochure, Factsheets, Tools, and an online resource guide; establishment of a SASH Resource Center at the University of California (UC), Berkeley Labor Occupational Health Program (LOHP); a pilot group; ongoing statewide trainings; and evaluation.

To date, 34 one-day SASH training classes have been conducted for 609 attendees from 226 school districts and 29 counties with school district and county office of education staff, including two pilot training sessions. Follow-up activities after the classes include sending a class roster so that attendees can stay in touch and use one another as a resource and newsletters to those who have already attended training. Further development of the model program includes: expanding partnerships with key constituents throughout the State, expanding the target population statewide, developing a network of expert trainers, ensuring measures of accountability, and institutionalizing the program by identifying continuing health and safety education opportunities for schools.

A project funded by the National Institute of Occupational Safety and Health, Promoting School Employee Injury and Illness Prevention Programs, evaluated the effectiveness of the California SASH program in order to develop a model national program targeting school districts and other educational entities in other states. The project includes evaluation tools. Analysis of the data collected resulted in recommendations for improving SASH and implementing similar programs across the nation.

Status: Ongoing.

For further information ...

SASH Website, <http://www.dir.ca.gov/chswc/SASH/index.htm>.

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PROJECTS AND STUDIES

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Taking Action for Safety and Health: Injury and Illness Prevention Program Training for General Industry

Description

Injury and Illness Prevention Programs (IIPPs) are required in California workplaces and are a critical component of any health and safety program because they establish key procedures for protecting the health and safety of employees.

The Commission on Health and Safety and Workers' Compensation (CHSWC) has designed a model training program that assists employers and employees throughout California in their efforts to reduce work-related injuries and illnesses by effectively developing and implementing their IIPPs.

This program is especially timely given that federal OSHA is considering promulgating a federal IIPP standard modeled on Cal/OSHA's IIPP standard. Development and implementation of the proposed training program and IIPP materials would allow CHSWC to take a leadership role in creating a model that can be useful nationwide.

The purpose of the project is to create a focused training program specifically aimed at creating effective IIPPs and targeting a range of industries in California. The program draws on materials from two key Commission programs: the Worker Occupational Safety and Health Training and Education Program (WOSHTEP); and the School Action for Safety and Health (SASH) program. The training sessions are conducted statewide.

The project includes:

- A one-day interactive training program targeting staff responsible for creating or implementing IIPPs. Recruitment targets medium-size and larger workplaces in a variety of industries.
- Adapted training materials, including a generic model IIPP guide, template, and program tools, including a factsheet on promoting employee involvement, a sample accident investigation form, and a hazard identification worksheet.

Status: Ongoing.

For further information ...

<http://www.dir.ca.gov/chswc/WOSHTEP/iipp/>

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Taking Action for Safety and Health: Injury and Illness Prevention Program Training for Small Businesses

Description

Injury and Illness Prevention Programs (IIPPs) are required in California workplaces and are a critical component of any health and safety program because they establish key procedures for protecting the health and safety of employees. Small businesses need training and resources to help them develop effective IIPPs.

The Commission on Health and Safety and Workers' Compensation (CHSWC) has designed a model training program that assists small business owners and managers throughout California in their efforts to reduce work-related injuries and illnesses by effectively developing and implementing their IIPPs.

The purpose of the project is to create a focused training program specifically aimed at assisting small businesses to create effective IIPPs. The program draws on materials from two key Commission programs: the Worker Occupational Safety and Health Training and Education Program (WOSHTEP) and the School Action for Safety and Health (SASH) program. The training sessions are conducted statewide.

Key partners in developing and implementing this program include: Cal/OSHA Consultation, California Department of Industrial Relations, State Compensation Insurance Fund, the California Department of Public Health's Occupational Health Branch, Small Business California, and California Small Business Association.

The project includes:

- A half-day interactive training program targeting small business owners and managers to help them create and implement their IIPP. Recruitment targets small businesses with fewer than 50 employees in a variety of industries.
- Adapted training materials, including a model IIPP guide, template, and program tools.

Status: Ongoing.

For further information ...

<http://www.dir.ca.gov/chswc/WOSHTEP/iipp/#2>

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PROJECTS AND STUDIES

OCCUPATIONAL SAFETY AND HEALTH

Taking Action for Safety and Health: Injury and Illness Prevention Program Training for Agriculture

Description

Injury and Illness Prevention Programs (IIPPs) are required in California workplaces and are a critical component of any health and safety program because they establish key procedures for protecting the health and safety of employees. Small businesses need training and resources to help them develop effective IIPPs.

The Commission on Health and Safety and Workers' Compensation (CHSWC) has designed a model training program that assists small agricultural business owners and managers throughout California in their efforts to reduce work-related injuries and illnesses by effectively developing and implementing their IIPPs. The program draws on materials from two key Commission programs: the Worker Occupational Safety and Health Training and Education Program (WOSHTEP) and the School Action for Safety and Health (SASH) program. The training sessions are conducted statewide.

The project includes:

- A half-day interactive training program targeting owners, managers, and contractors in the agricultural industry to help them create and implement their IIPP.
- Adapted training materials, including a model IIPP guide, template, and program tools specifically tailored for the agricultural industry.

Status: Ongoing.

For further information ...

<http://www.dir.ca.gov/chswc/WOSHTEP/iipp/#3>

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