

The California Commission on Health and Safety and Workers' Compensation



Worker Occupational Safety and Health Training and Education Program (WOSHTEP) 2009 Advisory Board Annual Report

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TABLE OF CONTENTS

I. Executive Summary	1
Overview of WOSHTEP Activities	1
2009 Accomplishments	1
2003 Through 2008 Accomplishments	3
II. Background and Purpose of WOSHTEP	7
Background.....	7
Purpose and Objectives.....	8
Project Team	10
Labor-Management Advisory Board	11
III. WOSHTEP Components: and Accomplishments and Materials	13
Summary of Accomplishments	13
Materials	14
WOSH Specialist Training Program	16
Core Curriculum	17
Supplemental Modules	17
Pilots.....	18
WOSH Specialist Trainings	18
WOSH Specialist Refresher Trainings	19
Statewide Network of WOSH Specialist Trainers.....	19
Follow-up with WOSH Specialists and Trainers	20
WOSH Specialist Accomplishments.....	20
Awareness Sessions and Presentations	21
Community Leadership Development Outreach and Education Model	22
Small Business Health and Safety Resources	22
Restaurant Supervisor Safety Training Program.....	22
Small Business Safety Training Program Across Industries	23
Janitorial Industry Safety Training Program	24
Dairy Industry Safety Training Program	25
Young Worker Health and Safety Programs.....	25
Young Worker Leadership Academy.....	25
Young Worker Leadership Academy Guide	27
Other Young Worker Outreach.....	28
Carve-out Program	28
Carve-out Conference	28
Carve-out Materials for the WOSH Specialist Course.....	29
State Building & Construction Trades Council Apprenticeship Training Programs.....	29
Wellness Roundtable and Booklet.....	30
WOSHTEP Public Information Campaign	31
WOSHTEP Resource Centers.....	32
Central Valley Resource Center Development.....	33
Multilingual Health and Safety Resource Guide	33
Websites	34

Database and Evaluation.....	34
Industries and Occupations Served by WOSHTEP to Date	35
National and International Outreach	35
IV. Future Plans in 2010 and Beyond	35
WOSH Specialist Trainings	35
WOSH Specialist Statewide Network of Trainers.....	35
Refresher Trainings.....	35
Awareness Sessions and Presentations	36
Community Leadership Development Outreach and Education Model.....	36
Special Projects 2009-2010.....	36
Expansion into the Central Valley and Other Geographic Areas of Northern and Southern California.....	37
Small Business Health and Safety Training	38
Young Worker Leadership Academies	38
Carve-out Health and Safety Training	38
State Building & Construction Trades Council Apprenticeship Training Programs ..	38
Wellness Booklet and Outreach	38
WOSHTEP_Resource Centers	38
Training Materials in Other Languages and Multilingual Guide.....	38
Websites.....	39
Database and Evaluation	39
National Outreach.....	39
APPENDIX: 2009 WOSH Specialist Trainings, Refresher Trainings and Awareness Sessions and Presentations	40
2009 WOSH Specialist Trainings	40
2009 Refresher Trainings	43
2009 Awareness Sessions and Presentations	44

2009 ADVISORY BOARD ANNUAL REPORT

Worker Occupational Safety and Health Training and Education Program (WOSHTEP)

I. Executive Summary

The WOSHTEP Advisory Board is submitting its sixth Annual Report in compliance with its mandate in Labor Code Section 6354.7 to prepare an annual written report evaluating the use and impact of the programs developed for WOSHTEP.

From its inception in 2003 through 2009, WOSHTEP has served over 7,000 workers and over 800 employers, through close to 4,100 hours of instruction. In addition, participants in WOSHTEP trainings often provide training and resources to workers at their workplaces, thereby significantly broadening the program's reach. To date, WOSHTEP has offered health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; food service or restaurants; health care; telecommunications; agriculture; transportation; and cities and schools.

WOSHTEP activities in 2009 are described below, in the following pages, and in the Appendix to this report.

Overview of WOSHTEP Activities

2009 Accomplishments

In 2009, key accomplishments included:

- Strengthening and broadening partnerships for the program with agencies, businesses, community-based organizations, insurers and other stakeholders and expanding avenues for the health and safety and workers' compensation community to use WOSHTEP Resources.
- Strengthening WOSHTEP's role as a model program nationally by participating in conferences, including the American Public Health Association (APHA) annual meeting, and through publications in newsletters and journals.
- Expanding services at the Central Valley Resource Center at the University of California (UC), Davis to strategically identify participants in the Central Valley in high hazard industries and underserved working populations and provide WOSHTEP training and resources to them.
- Expanding services to the Inland Empire.

- Developing new materials:
 - WOSHTEP brochure, updated and produced in English and Spanish.
 - Teens Working in Agriculture: Activities for High School ESL Classes, for use in teaching young agricultural workers in English as a Second Language (ESL) classes about health and safety.
 - Emergency Preparedness supplemental module for the Worker Occupational Safety and Health (WOSH) Specialist curriculum. Available in English and Spanish.
 - Workplace Violence supplemental module for the WOSH Specialist curriculum. Available in English and Spanish.
 - Factsheets specific to high-risk industries and/or occupations:
 - Factsheet for restaurant workers, including information on identifying and controlling hazards with useful checklists and case studies. Available in English, Spanish and Korean.
 - Factsheet presenting a general introduction to occupational safety and health that can be used when conducting brief sessions when information and resources on WOSHTEP are disseminated. Available in English and Spanish.
 - Small Business Resources for the dairy industry (under development).
 - Wellness Booklet, “The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs” (under development).
- Developing outreach for promotora and community clinic networks to implement training based on the “Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers.”
- Continuing collaboration with community-based organizations, identifying partnerships and disseminating WOSHTEP materials, and particularly focusing on Chinese and Korean business owners and workers.
- Expanding collaboration with the California State Building & Construction Trades Council (SBCTC) to adapt and incorporate injury prevention modules from the WOSH Specialist curriculum into apprenticeship programs. The target audience is apprenticeship coordinators and instructors who teach in joint labor-management apprenticeship programs. A Needs Assessment report was completed.

Additional efforts to work with SBCTC and apprenticeship programs run by the individual crafts through their joint labor-management committees included: a ten-week Community Scholars Class, Green Collar Jobs, Green Buildings and Social Justice: Pathway to a Sustainable City held at UCLA, which was attended by labor representatives, community leaders, graduate students, and representatives from Workforce Development Programs, the Community Redevelopment Agency, and other community organizations; and a spring conference on green building retrofit and green jobs.

- Developing materials and providing outreach and training based on the WOSH Specialist curriculum for managers, supervisors and employees in sheltered workshops in California on: how to provide health and safety training to their workers with disabilities; and how to design and implement a successful injury and illness prevention program (IIPP) in their workplaces.
- Developing materials and training activities on indoor heat illness prevention in English and Spanish that will be useful across different worksites and implemented as part of WOSHTEP Awareness Sessions or the WOSH Specialist curriculum.
- Adapting the WOSH Specialist curriculum for the agricultural industry to include training and resources on tractor and machinery safety, pesticide handling safety, and other farm-related issues in order to increase the effectiveness of providing WOSHTEP resources to the agricultural community in the Central Valley.
- Conducting two Young Worker Leadership Academies (YWLAs) and expanding the training and resources for YWLA youth.

2003 Through 2008 Accomplishments

In 2003, the first year of WOSHTEP, key accomplishments included a needs assessment, the design of the WOSH Specialist curriculum, and the development of WOHSTEP Resource Centers in Northern and Southern California.

In the second year, 2004, key accomplishments included conducting several pilots and completing the core and supplemental modules of the WOSH Specialist curriculum, as well as creating an online multilingual guide to health and safety resources.

In 2005, all aspects of WOSHTEP were expanded and key accomplishments included development and implementation of:

- The first WOSH Specialist Training-of-Trainers (TOT) course to build a statewide network of trainers to deliver the WOSH Specialist course.

- A listserv for WOSH Specialists and Trainers to help them stay current on health and safety issues and information and act as a resource to each other.
- Health and safety resources for small businesses adapted to the restaurant industry, as well as training offered to owners and managers of small restaurants. (See <http://www.dir.ca.gov/chswc/SBMRMaterials.htm>.)
- A Young Worker Leadership Academy to develop the knowledge of young workers about health and safety issues in the workplace and their rights and responsibilities, as well as to develop leadership skills for young workers to take a leadership role in their community. Academy participants conducted Safe Jobs for Youth Month (May) activities in their communities.

In 2006, key accomplishments included:

- Expanding the audience for WOSH Specialist course offerings, Refresher trainings and Awareness Sessions and presentations. Many WOSH Specialists participated in Refresher trainings, and Awareness Sessions were presented on various occupational safety and health topics, as well as on information for workers and employers about the WOSH Specialist course and WOSHTEP resources.
- Expanding the WOSH Specialist Trainers' Network for the WOSH Specialist course.
- Expanding partnerships with the State Compensation Insurance Fund (State Fund) and the California Restaurant Association (CRA), Cal/OSHA Consultation and others to deliver the Small Business Restaurant Supervisor Safety Training program for owners and managers of small restaurants statewide, presenting 21 workshops for more than 280 owners and managers from over 179 restaurants or food-service programs.
- Conducting a needs assessment for the development of a general health and safety training and resource packet for small businesses across many industries.
- Developing a working partnership to plan and implement a campaign on heat illness targeting agricultural workers in the Central Valley.
- Conducting two Young Worker Leadership Academies with participants planning and implementing projects in their communities during Safe Jobs for Youth Month (May) that reached at least 1,000 people, mainly youth.

- Expanding resources and technical assistance through the Northern and Southern California Resource Centers.
- Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

In 2007, key accomplishments included:

- Expanding WOSHTEP, especially the WOSH Specialist course and Small Business Resources program, to additional areas of the State, particularly the Central Valley and the San Diego area.
- Exploring potential partnerships in the Central Valley for the purpose of identifying a site for a third WOSHTEP Resource Center.
- Developing and incorporating a new supplemental module on Workplace Violence Prevention for the WOSH Specialist course.
- Developing materials necessary for teaching the WOSH Specialist course to unions and employers participating in a carve-out and for use in the construction industry.
- Expanding the WOSH Specialist Trainers' Network.
- Developing general health and safety resources and training activities for small businesses across a range of industries.
- Conducting an evaluation of the WOSH Specialist course and the Small Business Restaurant Supervisor Safety Training workshop.
- Presenting two new Young Worker Leadership Academies and expanding a network of youth health and safety mentors who are graduates of the previous years' Academies, as well as conducting additional youth-led activities and presentations by graduates of the Academies.
- Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

In 2008, key accomplishments included:

- Establishing a third WOSHTEP Resource Center in Central California at the University of California (UC), Davis Western Center for Agricultural Health and Safety (WCAHS).

- Expanding WOSHTEP, especially the WOSH Specialist course and Small Business Resources program, to new areas of California's Central Valley and Inland Empire.
- Expanding the WOSH Specialist Trainers' Network.
- Developing and distributing the following new materials:
 - Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers. Available in English and Spanish. (<http://www.dir.ca.gov/CHSWC/allreports.html>.)
 - Preventing Workplace Injuries and Illnesses, an Awareness module designed to provide an overview of basic workplace rights and responsibilities. Available in English and Spanish.
 - Motor Vehicle Safety Program factsheet emphasizing motor vehicle safety. Available in English and Spanish. (<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/MotorVehicleSafety.pdf>)
 - Training-of-Trainers' materials based on the small business restaurant and general health and safety modules and designed for insurance carriers' Loss Control Specialists that include: teaching techniques; conducting needs assessments; and adapting materials as needed to teach the restaurant and general small business modules.
 - Janitorial Small Business Safety Training Program providing resources and a training guide for small businesses in the janitorial industry. Available in English and Spanish. (http://www.dir.ca.gov/chswc/WOSHTEP/SBMR_Janitorial.htm)
 - An adaptation of the general WOSHTEP Small Business health and safety resource packet for a national audience, funded by federal OSHA. (<http://www.dir.ca.gov/chswc/woshtep.html>.)
- Development of a new Apprenticeship model, which includes a needs assessment identifying what types of health and safety education are already being offered by the State Building & Construction Trades Council (SBCTC) and apprenticeship programs in order to determine how WOSHTEP can complement that training.
- Two new Young Worker Leadership Academies and the expansion of a network of youth health and safety mentors who are graduates of the

previous years' Academies, as well as additional youth-led activities and presentations by Academy graduates.

- A guidebook on how to conduct a Young Worker Leadership Academy, entitled "Teens Speak Out for Safety on the Job: Lessons from the Young Worker Leadership Academy," to be used nationwide by other states to develop their own young worker leadership program. (<http://www.dir.ca.gov/chswc/woshtep.html>.)
- A roundtable discussion on Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job with the purpose of beginning a dialogue about strategic approaches to integrating workplace wellness and occupational health and safety programs in California. (See Summary of July 16, 2008 Workplace Wellness Roundtable. http://www.dir.ca.gov/chswc/Reports/CHSWC_SummaryWorkplaceWellnessRoundtable.pdf)
- A new public information campaign to highlight the activities of WOSHTEP participants.
- Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

II. Background and Purpose of WOSHTEP

Background

California serves as a national leader in worker protection and injury and illness prevention through the implementation of Labor Code Section 6354.7, effective January 1, 2003. This provision includes the creation of a Workers' Occupational Safety and Health Education Fund (WOSHEF) administered by the Commission on Health and Safety and Workers' Compensation (CHSWC).

Pursuant to Labor Code Section 6354.7(a), insurance carriers who are authorized to write workers' compensation insurance in California are assessed \$100 or .0286 percent of paid workers' compensation indemnity amounts, whichever is greater, for claims reported for the previous calendar year to the Workers' Compensation Insurance Rating Bureau (WCIRB). This assessment is then deposited into WOSHEF. CHSWC uses these funds each year to develop and implement WOSHTEP through interagency agreements with the Labor Occupational Health Program (LOHP) at the University of California (UC), Berkeley and the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles (UCLA). LOHP provides a subcontract to the University of California, Davis Western Center for Agricultural Health and Safety (WCAHS) to operate WOSHTEP's Central Valley Resource Center.

CHSWC administers the interagency agreements with LOHP at UC Berkeley and LOSH at UCLA to design and carry out needs assessments with key constituencies, develop curricula, conduct training, operate a resource library of health and safety resource materials, and build a statewide network of trainers.

Purpose and Objectives

The purpose of WOSHTEP is to promote workplace health and safety programs. WOSHTEP focuses on developing injury and illness prevention skills of employees and their representatives who can then take a leadership role in promoting health and safety in the workplace. This program is being delivered through a statewide network of training providers.

CHSWC's mandate for WOSHTEP is to:

- Develop and provide a core curriculum addressing competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees.
- Develop and provide additional training for any and all of the following categories:
 - Industries on the high hazard list.
 - Hazards that result in significant worker injuries, illness or compensation costs.
 - Industries or trades where workers are experiencing numerous or significant injuries or illnesses.
- Provide health and safety training to occupational groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or groups of workers.
- Give priority to training workers who can take a leadership role and 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 designated safety representatives.
- Provide resources and materials that help owners and managers of small businesses involve their employees in injury and illness prevention efforts.
- Operate one or more libraries and distribution systems of occupational health and safety training materials.

- Establish a labor-management Advisory Board to assist with development of the program and outreach to key constituencies.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.
- Establish and maintain WOSHTEP and an insurance loss control services coordinator to respond to inquiries and complaints by employers:

The loss control services coordinator in CHSWC informs employers of the availability of loss control consultation services, responds to their questions, and investigates complaints about the services provided by their insurer. If an employer and an insurer are unable to agree on a solution to a complaint, the loss control services coordinator will investigate and recommend action necessary to bring the loss control program into compliance. Ongoing outreach efforts are being made to reach California employers to let them know what services are available to them from their workers' compensation insurance carrier.

Project Team

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Labor-Management Advisory Board

A labor-management Advisory Board for WOSHTEP is mandated by legislation and has been established. The Board meets bi-annually. Its role is to:

- Guide development of curricula, teaching methods, and specific course material about occupational safety and health.
- Assist in providing links to the target audience.
- Broaden partnerships with worker-based organizations, labor studies programs, and others who are able to reach the target audience.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.

Members of the Advisory Board are as follows:

**WOSHTEP Advisory Board
Members**

Bob Balgenorth
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Dave Strickland
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III. WOSHTEP Components: Accomplishments and Materials

Summary of Accomplishments

CHSWC recognizes the important role that key stakeholders, including employers, labor, educators, insurers, governmental agencies and community-based organizations, play in determining the success of WOSHTEP.

Therefore, CHSWC, LOHP and LOSH have conducted, and continue to conduct, needs assessment activities with key constituency groups in order to develop, assess and adapt WOSHTEP materials and curricula and to implement effective training programs and outreach to the target audience statewide. Key findings from the initial needs assessment are included in the 2004 and 2005 Annual Reports.

Based on the needs assessment findings, the following activities have been completed:

- A survey of state, national and international occupational safety and health training programs.
(<http://www.dir.ca.gov/CHSWC/TrainingProgramsResources/Surveycover.html>)
- Core and supplemental modules for a Worker Occupational Safety and Health (WOSH) Specialist curriculum developed to prepare workers to actively participate in and support injury and illness prevention efforts in their workplaces. The content of these modules incorporates stakeholder feedback.
- A Multilingual Health and Safety Resource Guide developed by LOHP for CHSWC and posted on CHSWC's website and updated regularly.
(<http://www.dir.ca.gov/CHSWC/MultilingualGuide/MultilingualGuideMain.html>.)
- An evaluation system developed to measure the effectiveness of WOSHTEP components.
- Three WOSHTEP Resource Centers, each with a library and distribution system for occupational safety and health training material, established in Northern, Central and Southern California. These resources include materials developed by WOSHTEP.
- A statewide trainers' network, including WOSH Specialists and others with responsibility for occupational safety and health. CHSWC, LOHP, WCAHS and LOSH continue to look at existing training networks and initiate discussions with community colleges, adult schools, insurance carriers, and others interested in participating as part of the statewide network of trainers mandated by statute.

- A small business safety training program. This program includes health and safety resource materials relevant to many industries, a training guide for owners and managers to use to conduct health and safety training for their employees, and industry-specific materials for select industries.
(<http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm>.)

Each year, a new industry is selected as a target audience. To date, materials have been developed for owners and managers in the restaurant industry and the janitorial industry (<http://www.dir.ca.gov/chswc/SBMRMaterials.htm>). A third set of materials is being developed for the dairy industry in the Central Valley. All materials and training programs developed for WOSHTEP's Small Business Resources program are in English and Spanish.

In addition, a national version of the small business materials has been developed with funding from federal OSHA.
(<http://www.dir.ca.gov/chswc/woshtep.html>.)

- A Young Worker Leadership Academy, pilot-tested in 2005 and offered twice each year in 2006 through 2009 by LOHP and LOSH, to teach youth about workplace health and safety and to provide a forum for participants to plan educational health and safety activities in their own communities.
 - A guide, "Teens Speak Out for Safety on the Job: Lessons from the Young Worker Leadership Academy," to be used nationwide by other states to develop a young worker leadership program.
(See <http://www.dir.ca.gov/chswc/woshtep.html>.)
 - A network of youth health and safety mentors, including graduates of past Young Worker Leadership Academies, who act as health and safety educators for young workers.

Materials

The following materials have been developed and are part of the WOSHTEP curriculum:

- WOSHTEP brochure. Available in English and Spanish.
(<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/WOSHTEP%20Brochures.English.2009.06.09.pdf> and <http://www.dir.ca.gov/chswc/WOSHTEP/Publications/WOSHTEP%20Brochures.Spanish.2009.pdf>.)
- WOSH Specialist Core Curriculum and Supplemental Modules. (See description that follows.)

- Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers. Available in English and Spanish. (http://www.dir.ca.gov/CHSWC/Reports/CHSWC_HeatAgriculturEnglish.pdf and http://www.dir.ca.gov/CHSWC/Reports/CHSWC_HeatAgricultureSpanish.pdf.)

- Teens Working in Agriculture: Activities for High School ESL Classes, for use in teaching young agricultural workers in English as a Second Language (ESL) classes about health and safety.

Lessons with materials and activities for teachers to present basic agricultural health and safety concepts while building language skills in intermediate-level ESL classes in rural communities. These materials meet the WOSHTEP goal of educating youth just entering the workforce about the importance of health and safety on the job.

- Motor Vehicle Safety Programs Factsheet emphasizing motor vehicle safety. Available in English and Spanish. (<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/MotorVehicleSafety.pdf>.)

- Factsheet for restaurant workers, including information on identifying and controlling hazards with useful checklists and case studies. Available in English, Spanish and Korean.

- Factsheet providing a general introduction to occupational safety and health which can be used when conducting brief sessions when information and resources on WOSHTEP are disseminated. Available in English and Spanish.

- Preventing Workplace Injuries and Illnesses, a module designed to provide an overview of basic workplace rights and responsibilities. Available in English and Spanish.

- Wellness Booklet, “The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs” (under development).

This booklet will provide a general understanding of what constitutes an integrated approach to health promotion and occupational health and safety programs. It will also identify resources for promoting programs that address worker health in a holistic approach.

- Training-of-Trainers’ materials based on the Small Business restaurant and general health and safety modules and designed for insurance carriers’ Loss Control Specialists that include: teaching techniques;

conducting needs assessments; and adapting materials as needed to teach the restaurant, janitorial and general small business modules.

- Janitorial Small Business Safety Training Program providing resources and a training guide for small businesses in the janitorial industry. Available in English and Spanish. (http://www.dir.ca.gov/chswc/WOSHTEP/SBMR_Janitorial.htm.)
- Small Business resources and training guide for the dairy industry (under development).
- An adaptation of the general WOSHTEP Small Business Health and Safety Resource Packet for a national audience, funded by federal OSHA. (<http://www.dir.ca.gov/chswc/woshtep.html>.)
- Teens Speak Out About Safety on the Job: Lessons Learned from the Young Worker Leadership Academy, a guide for use nationwide by other organizations in California and other states to develop and conduct a Youth Academy. (<http://www.dir.ca.gov/chswc/woshtep.html>.)

WOSH Specialist Training Program

The WOSH Specialist training program curriculum is intended to build knowledge and skills in many areas of injury and illness prevention. Participants are required to successfully complete core training consisting of six modules plus a minimum of three supplemental modules relevant to their workplace in order to be recognized as WOSH Specialists and receive a certificate of completion. Materials have been printed in three languages, English, Spanish and Chinese, and are updated regularly.

The 24-hour WOSH Specialist training is being presented statewide. The training approach is:

- Based on the principles of effective adult learning techniques.
- Based on activities that can be tailored and modified for a variety of settings and occupations of various target audiences.
- Designed to be technically accurate.
- Developed to be practical and applied, providing participants with the necessary skills to effectively promote health and safety in the workplace.
- Designed to be taught by trainers with a range of experience in occupational safety and health.

The overall objectives of the curriculum are to increase participants' abilities to:

- Describe the importance and key elements of a successful Injury and Illness Prevention Program (IIPP) in the workplace.
- Identify a full range of potential hazards on the job and specify root causes of injuries and illnesses.
- Evaluate control measures for common hazards.
- Explain the legal requirements for maintaining a healthy and safe workplace in order to support employers' compliance efforts.
- Participate actively in injury and illness prevention efforts and problem-solving in the workplace.
- Serve as a health and safety resource for others, including co-workers, joint labor-management committees, unions and employers.
- Contribute to the reduction of workers' compensation costs through preventive actions and early return-to-work efforts.

Core Curriculum

The core curriculum addresses competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees. The core curriculum consists of the following modules:

- Promoting Effective Safety Programs
- Identifying Hazards in the Workplace
- Controlling Hazards in the Workplace
- Health and Safety Rights and Responsibilities
- Workers' Compensation and Return-to-Work Programs
- Taking Action

Supplemental Modules

Supplemental modules on the following topics have been developed to address the needs of the participants:

- Bloodborne Pathogens
- Chemical Hazards and Hazard Communication
- Communicating Effectively About Workplace Health and Safety
- How Adults Learn Best: Sharing Health and Safety Information in the Workplace
- Preventing Musculoskeletal Disorders: Introduction to Ergonomics

- Workplace Health and Safety Committees
- Workplace Violence Prevention
- Workplace Emergency Preparedness

Additional topics will be considered for development as needs are identified in the future.

Pilots

Four settings, described in the 2004 and 2005 Annual Reports, were selected to pilot the curriculum, based on the following criteria:

- A geographic spread throughout the State.
- A diversity of types and sizes of industries in order to assess the versatility of the curriculum.
- The ability to address WOSHTEP legislative mandates.
- Industries with significant hazards and injuries.
- Underserved occupational groups, including those who do not speak English as their first language and those who have limited literacy.
- Workers who have or will have significant health and safety responsibilities.
- Joint labor-management support.
- Readiness to commit to serving as a pilot site, including participation in follow-through and evaluation.

WOSH Specialist Trainings

Pilot training concluded in August of 2004. During the remainder of 2004 and through 2008, WOSH Specialist training courses were conducted in Northern, Central and Southern California as described in the Advisory Board Annual Reports for 2004 through 2008 as well as in this report for 2009. To date, more than 2,000 WOSH Specialists have been trained in Northern, Central and Southern California.

In 2009, 19 WOSH Specialist classes were conducted by LOHP, WCAHS and LOSH for a wide range of target audiences including: Communication Workers of America (CWA)/AT&T; San Francisco State University; Laney College Labor Studies Program; Los Angeles Trade Technical College Labor Studies Program; San Diego City College; UCLA; the California Division of Workers' Compensation (DWC) Return to Work Unit; the California Department of Corrections and Rehabilitation (CDCR), for facilities in Northern, Central and Southern California; the San Bernardino Superior Courts; the State Employee Trades; Council; cities in various locations throughout California; state governmental agencies; and labor

and community-based organizations located in Northern, Central and Southern California.

See the Appendix of this report for descriptions of 2009 WOSH Specialist trainings.

WOSH Specialist Refresher Trainings

Refresher trainings have been provided each year since 2005 to WOSH Specialists who have attended a Specialist course. Refreshers are held in a variety of settings to assist WOSH Specialists in carrying out activities they chose to pursue in their workplaces after completion of the WOSH Specialist training. Refresher trainings for 2005 through 2008 are described in the Annual Reports for those years. To date, Refresher trainings have been conducted for over 615 WOSH Specialists.

In 2009, Refresher trainings were held in English and Spanish, with some sessions involving simultaneous translation in Spanish and Chinese. In these trainings, WOSH Specialists were able to discuss successes and challenges they faced in implementing injury and illness prevention practices learned during the WOSH Specialist course. Revised training materials and new health and safety resources were distributed, and updates on changes in workers' compensation laws and the new Cal/OSHA Heat Stress Standard were discussed.

See the Appendix of this report for descriptions of the 2009 Refresher trainings.

Statewide Network of WOSH Specialist Course Trainers

To begin development of a statewide network of trainers in 2005, as mandated by the Labor Code, LOHP and LOSH developed Training-of-Trainers curricula and offered the first two WOSH Specialist Training-of-Trainers courses in April and July 2005, which are described in the 2005 Annual Report. Training-of-Trainers courses in 2005 through 2008 are described in the Annual Reports for those years.

In 2009, LOSH conducted a Training-of-Trainers course in English at UCLA in Los Angeles, CA, for 9 WOSH Specialists representing unions, state agencies, private employers, and worker centers.

In these courses, the participants/new trainers have been able to learn effective training skills and become familiar with teaching WOSH Specialist course modules. In addition to completing the Training-of-Trainers class, the participants/new trainers have been required to complete an apprenticeship that includes teaching a minimum of two classes with a mentor trainer from LOHP or LOSH and completing an evaluation process.

To date, 95 WOSH Specialists from Northern, Central and Southern California have been trained to be trainers. Network trainers from Northern, Central and

Southern California have been recruiting for and delivering modules of the WOSH Specialist course in English or Spanish.

Outreach to identify trainers interested in participating in the trainers' network is ongoing. Training-of-Trainers classes are offered each year in order to expand the trainers' network by developing trainers prepared to teach the WOSH Specialist course, particularly to co-workers in their workplaces.

Follow-up with WOSH Specialists and Trainers

LOHP and LOSH have each developed a listserv, an electronic group email list, for Northern, Central and Southern California WOSH Specialists and trainers. Through these listservs, WOSH Specialists and trainers are regularly invited to meetings and events that will supplement their knowledge of workplace health and safety and injury and illness prevention practices. In addition, LOHP and LOSH each publish and mail newsletters in English and Spanish at least twice a year to update WOSH Specialists on actions that WOSH Specialists have taken in the workplace and on upcoming courses or skill-building conferences and workshops. Articles are written by program staff, WOSH Specialists, and WOSH trainers.

LOSH also has been developing alternative ways to communicate with those WOSH Specialists who do not have access to a computer and with those who do not speak English. During a full-day open-enrollment Refresher training in Spanish in December 2006, conducted by LOSH, participants shared best ways to communicate with those who may not be able to use the current listservs.

In 2007, two of the newsletters produced by LOHP were also translated into Chinese, covering such topics as new information about health and safety issues, as well as stories from WOSH Specialists about the activities they have been able to accomplish in their workplace.

In response to the fall 2007 wildfires in Southern California, WOSH Specialists and trainers accessed LOSH technical support to help them with their efforts to take a leading role in their workplaces. Working with federal and state agencies, LOSH quickly developed factsheets about safe wildfire clean-up, which were sent to LOSH WOSH Specialists, trainers, and community partners for their own use and for distribution to others.

WOSH Specialist Accomplishments

WOSHTEP staff regularly follows up with WOSH Specialists to identify their accomplishments since attending the training. WOSH Specialists have reported a range of accomplishments to date including:

- Participating on employer-employee health and safety committees.

- Requesting or offering health and safety information to co-workers covering risk mapping for identifying hazards in the workplace, root causes of hazards, ergonomics, Cal/OSHA rules and regulations, and IPPs.
- Assisting in analyzing data collected from surveys, inspections and other sources in order to identify and prioritize health and safety problems.
- Participating in efforts to reduce or eliminate common hazards by conducting surveys of workers or by conducting walk-through inspections to determine health and safety problems.
- Contributing to efforts to explain the legal requirements for maintaining a healthy and safe workplace and supporting an employer's compliance efforts.
- Conducting or helping to conduct health and safety trainings.
- Developing or helping to develop health and safety programs or policies or an IIPP or Emergency Evacuation Plan.
- Serving as a health and safety resource for co-workers, employers, the union, labor-management committees, etc.
- Writing health and safety articles for company newsletters.
- Creating a website for co-workers to access.
- Recruiting new members to be on a workplace health and safety committee.
- Participating in national forums on workplace health and safety, such as providing testimony at the NIOSH National Occupational Research Agenda Town Hall meeting held in February 2006 in Los Angeles.

Awareness Sessions and Presentations

LOHP, LOSH and WCAHS have also conducted shorter Awareness Sessions drawing on the WOSH Specialist curriculum, to help promote awareness of and interest in the WOSH Specialist course. Awareness Sessions for 2004 through 2008 are described in the Annual Reports for those years. To date, Awareness Sessions have reached over 6,000 participants and approximately 450 employers.

In 2008, LOSH developed a new Awareness module as an introduction to workplace health and safety for workers with limited experience in the U.S. workplace. The module focuses on the relationship between work and health. It also discusses examples of workplace hazards and how injuries and illnesses can be prevented. This module prepares participants to help ensure health and safety in the workplace.

In 2009, Awareness Sessions and presentations reached a wide range of audiences including: San Francisco City College Apprenticeship Program; State Fund Loss Control Managers and State Fund policy holders; community-based organizations; the Service Employees International Union (SEIU); national and

international organizations such as the International Association of Industrial Accident Boards and Commissions (IAIABC), American Society of Safety Engineers (ASSE), the County Safety Officers of California, the Public Agency Safety Management Association, the American Public Health Association (APHA), and the Bi-National Health Week Planning Committee, a consortium of health agencies from Central and South America.

See the Appendix of this report for detailed descriptions of 2009 Awareness Sessions and presentations.

Community Leadership Development Outreach and Education Model

In 2008, LOSH began development of a Community Leadership Development, Outreach and Education Model to build capacity in other organizations to reach and educate workers who traditionally lack resources and support. To better reach these underserved populations, LOSH and the collaborating organizations developed short educational sessions and materials that are adapted with regard to language, literacy, hazards specific to their community, etc., to meet the distinctive needs of the workers they serve.

The initial focus was to identify organizations already involved in worker education and to support efforts for those whose staff members have attended WOSHTEP training activities. Potential organizations for this effort include worker centers, health promoter networks, ethnic organizations, and religious organizations that can benefit from technical support from the WOSHTEP Resource Centers. Projects generally include new materials development and/or adaption of current materials.

Three initial projects are in process with the Koreatown Immigrant Workers Alliance (KIWA), Instituto de Educación Popular del Sur de California (IDEPSCA), and Holy Cross Church Community Center. These projects include needs assessments, community training, and development of new factsheets.

Current outreach is targeting a community health workers (promotoras) network, the Los Angeles Car Wash Workers health and safety committee, Los Angeles Taxi Workers Alliance (LATWA), and a community clinic, as well as adult education centers in Los Angeles and San Diego.

Small Business Health and Safety Resources

Restaurant Supervisor Safety Training Program

In partnership with State Fund, Cal/OSHA Consultation, and the California Restaurant Association (CRA), LOHP completed the first set of health and safety resources in June 2005 for owners and managers of small restaurants. Through a focus group and pilot tests held with owners and managers of several small restaurants, LOHP identified the type of training and information that they said they needed and then created the Restaurant Supervisor Safety Training Program.

Materials for the Restaurant Supervisor Safety Training Program include a training guide for two short training sessions and tip sheets on the most common restaurant hazards which managers can use to tailor training to the specific hazards in their own restaurants. This training helps restaurant owners and managers to:

- Provide a one-hour safety training tailored to their restaurant.
- Encourage workers to become involved in workplace safety programs.
- Identify concrete ways to prevent injuries at work.
- Meet Cal/OSHA training requirements.

This training also includes information regarding training and supervising young workers. The materials are available in English and Spanish both online at <http://www.dir.ca.gov/CHSWC/SBMRMaterials.htm> and in print.

From November 2005 through 2009, 23 workshops were held, reaching over 265 owners or managers from 165 restaurants or food-service programs. In addition, both LOHP and LOSH have done outreach to franchise organizations, culinary programs, local minority Chambers of Commerce, and other local business organizations. In addition, LOSH staff visited booths at small business resource fairs at UCLA and the statewide Public Agency Risk Management Association (PARMA) conference, and disseminated materials at a business and professional ministry workshop for Latino businesses. Additional outreach occurred when the Independent Restaurant Safety Council printed and distributed 3,000 copies of the materials to their members.

The Restaurant Supervisor Safety Training materials are being shared across the country, and Oregon OSHA is posting the restaurant tip sheets on their website.

Small Business Safety Training Program Across Industries

In 2007, general health and safety materials were developed and pilot-tested for small businesses across many industries. These materials include training activities which owners and managers of small businesses can conduct with their employees, as well as additional resources to help them understand how this training can help keep their business successful. From 2007 through 2009, 7 general small business workshops were held, reaching 220 owners or managers of over 120 small businesses.

(<http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm>.)

In 2008, federal OSHA also funded the development of a national version of the general Small Business Resources packet, which is posted online on LOHP's website (www.lohp.org) and distributed by LOHP at training workshops with other state partners under an OSHA Susan B. Harwood Training Grant.

(http://www.dir.ca.gov/chswc/WOSHTEP/Publications/SmallBusinessSafetyTraining_National.pdf.)

In 2009, outreach was also conducted through Small Business California and to over 200 Small Business Development Centers, SCORE chapters, local Chambers of Commerce, Human Resource Associations, business improvement districts, and Green Business Certification Programs in Northern California. The small business program has also joined the Emeryville, CA Chamber of Commerce Healthy City Initiative, participating in local promotional events and planning to offer workshops to members in 2010.

Janitorial Industry Safety Training Program

In 2008, LOHP developed a Small Business Safety Training Program for the janitorial industry. This project began with a needs assessment that included interviews with seven janitorial employers about health and safety hazards and training needs. Employers noted that janitors tend to work alone in buildings and often at night, and that employees often report directly to the building that they are responsible for cleaning. Given this work situation, LOHP decided that group trainings are not realistic and that one-on-one trainings between a supervisor and employee are more appropriate for this industry. In terms of content, employers identified the following as major hazards: lifting items; slips and falls; and chemicals. Some employers also mentioned electrical hazards and robberies/assaults as serious concerns. Employers identified English and Spanish as the primary languages spoken among janitors. Some employers also mentioned Chinese, Tagalog, and Arabic.

The training materials that were developed and pilot-tested include activity sheets and discussion questions to spark conversation between management and employees. The flip side of the activity sheet is a list of tips that both management and employees can use to improve health and safety at work. The training materials for the janitorial packet which are available in English and Spanish and will cover the following topics:

- Safety Orientation
- Chemical Hazards
- Slips and Falls
- Ergonomic Hazards
- Electrical Hazards
- Robberies and Assaults
- Injuries on the Job
- Planning for Emergencies

(See http://www.dir.ca.gov/chswc/WOSHTEP/SBMR_Janitorial.htm.)

LOHP is working with the Building Skills Partnership (BSP), a joint labor-management workforce development program affiliated with SEIU 1877, to reach employers within the janitorial industry. BSP is funded by janitorial service employers to provide training programs for janitors. Both small business employers and larger employers are represented. A training workshop on the janitorial materials was conducted for BSP's English as a Second Language (ESL) instructors who are integrating the information into the classes they provide to about 300 janitors each year. BSP also mailed a copy of the materials to all 120 of their employer partners and is exploring the possibility of conducting workshops for managers and supervisors in 2010.

Partnerships with building services trade organizations are also being explored. Two trade organizations, the Independent Contractors Association and the Building Service Contractors Association International, are pursuing the possibility of providing the materials to their members through training workshops or webinars.

Dairy Industry Safety Training Program

In 2008, WOSHTEP Central Valley Resource Center staff initiated the Dairy Industry Safety Training Program. Tip sheets on health and safety, activities, and a *fotonovela* on proper handling of animals are currently under development. Trainings for dairy industry owners and managers will be conducted in 2009 and 2010.

Young Worker Health and Safety Programs

CHSWC believes strongly in the importance of educating young workers and keeping them safe as they enter the workforce. Statistics show that approximately 160,000 teens are injured on the job annually in the United States; at least 53,000 of these injuries are serious enough to require hospital treatment. A goal of the WOSHTEP Young Worker Health and Safety Program is to identify unique ways to effectively engage young workers as health and safety promoters at work and/or in their schools and communities.

Young Worker Leadership Academy

In 2005, WOSHTEP funding helped support the first Young Worker Leadership Academy (YWLA) in Anaheim, California. CHSWC co-sponsored this Academy with LOHP, LOSH, the California Center for Civic Participation, and the California Partnership for Young Workers Health and Safety. The goals of the YWLA are to: teach youth about workplace health and safety and their rights on the job; help youth identify education, policy and media strategies to help ensure that young people do not get hurt on the job; and provide a forum for these youth to plan specific actions they will take in their own communities to promote young worker safety during Safe Jobs for Youth Month in California in May each year.

Twenty-five youth participated in the first Academy in teams of three or four members each from six different communities in California. They took this information back and shared it in creative ways in their own communities during Safe Jobs for Youth Month (May). High school students from LOHP's young worker research team and LOSH's peer education program acted as youth mentors and helped conduct this Academy.

Following the 2005 Leadership Academy's success, WOSHTEP funding supported two additional YWLAs each year, one in Northern California and one in Southern California, now held at the UC Berkeley in January and at UCLA in February. (See the 2006, 2007 and 2008 Annual Reports for details). From 2005 through 2008, 41 teams (a total of 152 youth) from communities around the State have participated in 7 Academies. In addition, from 2006 through 2008, 28 YWLA graduates have returned to serve as youth mentors, helping to lead activities at the Academies and planning and conducting their own outreach activities afterward.

Almost all of the YWLA teams (38 teams) successfully conducted creative activities to promote young workers health and safety in their communities, usually during Safe Jobs for Youth Month in May. Activities have included:

- Holding workshops at schools and in the community on health and safety hazards.
- Developing new materials such as wallet cards, buttons, posters, art work and brochures for youth, or a training video for employers to use with young workers.
- Creating public awareness through school billboards and sponsoring a two-week-long school event with fun activities and young worker health and safety information.
- Media outreach, including being interviewed on a local Spanish-language radio station and developing and airing both radio and video public service announcements (PSAs).
- Policy development, including school board or school-level policies requiring that all youth seeing work permits be provided information on young worker rights and responsibilities in the workplace, as well as requiring youth in two districts to pass a short quiz.

YWLA teams have reached thousands of people, mainly youth, through these activities. They also have reached many low-wage, Spanish-speaking and/or immigrant families or community members with little awareness of U.S. workplace laws.

In addition to the scheduled YWLAs, Academy reunions were held at UCLA in 2006 and 2007. Participants shared their team projects, developed additional skills, and discussed ideas for building an ongoing network of youth health and safety advocates.

In 2009, 11 teams (44 youth) attended two Academies, held in January in Berkeley and February in Los Angeles, with 10 youth from the 2008 Academies returning as youth mentors. This year, a new one-day training program for youth mentors was designed and implemented in both Northern and Southern California to help better prepare youth mentors to lead activities and to build their leadership skills. A youth mentor training workshop was held several weeks before each Academy, and each workshop was attended by all the 2009 youth mentors.

In 2009, 10 of the YWLA teams successfully conducted activities in their communities. These activities included: workshops conducted by teens at schools and in the community for other students; development of materials for distribution at career centers and other work-readiness programs, school-wide job fairs and lunchtime information-sharing events; and passage by the Sacramento City School Board of a policy requiring all youth who get work permits to receive a teen fact sheet and view a short video on workplace safety.

Academy graduates also have made presentations to statewide groups including: members of the California Partnership for Young Worker Health and Safety; teachers at the statewide meeting of the California Association of Work Experience Educators (CAWEE); participants in annual Workers' Memorial Day events in Southern California; participants in a Latino student conference at UCLA; participants at the national annual conference of the Interstate Labor Standards Association; youth at the national Peace Jam Conference sponsored by the Los Angeles Peace Alliance; and health professionals at the American Public Health Association (APHA) annual meetings.

As a result of the nine Academies held from 2005 through 2009, a network of youth who can help promote workplace health and safety in their communities has been developed.

Two Academies are planned for 2010, one in January at UC Berkeley and one in February at UCLA.

Young Worker Leadership Academy Guide

With additional funding from the California Wellness Foundation, LOSH and LOHP developed a 64-page guide, "Teens Speak Out for Safety on the Job: Lessons Learned from the Young Worker Leadership Academy," to share the YWLA model with organizations in California, as well as nationwide. This new guide describes the YWLA process, and includes all the teaching instructions, handouts, and other materials needed to put on an Academy. This model has been shared with

organizations and agencies around the country through the national Young Worker Safety Resource Center. The guide has already been used by MassCOSH in Massachusetts to conduct two of its own Young Worker Leadership Academies in 2008 and 2009, with another one planned for April 2010. Organizers are exploring opportunities to bring a team of MassCOSH youth to meet with California YWLA participants in 2010. (<http://www.dir.ca.gov/chswc/woshtep.html>.)

Other Young Worker Outreach

In 2009, LOSH conducted outreach and training with various community college and Cal State students, student groups in Los Angeles and San Diego, and UCLA students in community service, labor studies, public policy and public health schools/major/minors. LOHP and LOSH also collaborated with the Child Labor and the Global Village photography project to seek funding for a child labor “photovoice” project to be presented as part of future YWLAs.

LOSH also participated in a symposium, Young Worker Health and Safety Interventions and Knowledge Mobilization Strategies, held June 20 through 22, 2009, in Toronto, Ontario. The symposium was part of an ongoing program, Improving the Experiences of Young Workers in the United States and Canada: An Interdisciplinary Educational Program, sponsored by the National Institute of Occupational Safety and Health (NIOSH) in the U.S. and the Ontario Neurotrauma Foundation in Canada. LOSH participation generated significant interest in the Young Worker Leadership Academy guide. Finally, LOSH participated as guests on a one-hour radio program focused on child labor for Hispanic National Public Television.

Carve-out Program

Carve-out Conference

CHSWC, with the assistance of LOHP and LOSH WOSHTEP staff, planned and conducted a statewide conference on workers’ compensation carve-outs and promotion of injury and illness prevention activities. The conference, held in August 2007, was attended by close to 200 people. The conference included three workshops, as well as a presentation on ways employers and unions who are either currently participating in a carve-out or considering establishing a carve-out can build injury and illness prevention activities into their carve-out program. Prevention activities that were promoted included establishing health and safety committees and conducting health and safety training and hazard investigations. Interest expressed in other roundtables and discussions with constituents since this conference indicate that there is a need for another carve-out conference.

Carve-out Materials for the WOSH Specialist Course

Materials necessary for teaching the WOSH Specialist course to unions and employees participating in a carve-out have been developed. The materials were also adapted for use in the construction industry. In 2007, the new materials were used in a WOSH Specialist course for members of the Laborer's Union who are participants in a carve-out.

State Building & Construction Trades Council Apprenticeship Training Programs

In 2008, efforts began with the State Building & Construction Trades Council to assess the potential to adapt and incorporate WOSHTEP training into Apprenticeship Training Programs. Presentations and discussions were held with building trades representatives at meetings of the Los Angeles and California Apprenticeship Council. In addition, LOSH staff attended California Construction Academy conferences in Southern California and Northern California, presenting a workshop on health and safety at the Southern California conference. (See the 2008 Awareness Sessions and Presentations section in the 2008 Annual Report for details.)

In addition, needs assessment discussions were held with representatives from: Building Trades Councils in Ventura and San Diego; pipefitters; ironworkers; electrical workers [International Brotherhood of Electrical Workers (IBEW)]; painters; plumbers; sheet metal workers; concrete masons; roofers; drywall/lathing workers; and the Department of Apprenticeship Standards.

Some building trades have expressed interest in adapting their training to address limited literacy skills and to have materials based more on visuals and actual case studies. Results of the needs assessment indicated that there was considerable interest in worker health and safety in apprenticeship programs, as well as in green jobs. Another suggestion focused on incorporating case studies into OSHA 10 training by opening each apprentice class with a simulated short (10-15 minute) safety meeting based on a case study that could be led by more experienced senior apprentices. For this project, WOSH staff would develop or adapt existing case studies with discussion questions that could be used by apprenticeship instructors or senior apprentices.

Still another suggestion was that WOSHTEP staff could collaborate with Workforce Investment Boards to adapt and integrate the WOSHTEP youth curriculum into existing worker health and safety training programs for youth. It was emphasized that this should coincide with interest in green jobs.

In 2009, LOSH prepared a building trades needs assessment report, Opportunities to Integrate Worker Health and Safety Education into Building Trades Apprenticeship Programs, which summarized LOSH's activities, findings and

recommendations resulting from the needs assessment. The report includes an overview section with background information on the current conditions of worker health and safety in the construction industry. Apprenticeship and pre-apprenticeship programs are also described in this section. Assessment methods, findings and recommendations are then detailed. The report concludes with next steps, including plans for pilot testing and disseminating adapted WOSHTEP materials and suggestions for areas of future exploration.

Wellness Roundtable and Booklet

On July 16, 2008, CHSWC hosted a roundtable discussion entitled, Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job. Seventeen people attended the program including three national experts on the subject. A number of recommendations came out of the meeting which will guide the development of materials and training programs during the next year.

Recommendations from the roundtable discussion included:

- Demonstrate the benefits and cost savings of integrating occupational health and health and safety promotion programs. Provide case examples. Develop a costing guideline to help in estimating costs and benefits. Explore incentives to increase benefits (workers' compensation, Cal/OSHA, health care premiums).
- Identify employers interested in developing model programs. Explore interest in the self-insured community (possibly in public sector). Design and seek funding for an evaluation study to document impact.
- Develop educational materials for specific audiences, including labor, small business, occupational health and safety professionals, workplace health promotion professionals, and joint labor-management committees. Augment WOSHTEP materials to include information on wellness; for example, create a module for the WOSH Specialist course or a factsheet for the small business packet.
- Develop a set of principles for effective, ethical integration of occupational safety and health and workplace health promotion.
- Review the legal barriers to integration; identify policy measures needed to resolve these barriers.
- Provide resources. Collect and distribute examples of best practices. Develop an easy-to-understand rationale for integration and examples of what integration could look like. Post resources on a website and update periodically.

In 2009, a Wellness booklet, “The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs” is being finalized. The objectives of this booklet are to:

- Develop a general understanding of what constitutes an integrated approach to health promotion and occupational health and safety programs.
- Explore barriers to integration of workplace health promotion and workplace health and safety programs.
- Identify strategies for overcoming challenges to integration of programs.
- Identify resources for promoting programs that address worker health in a holistic fashion.

The booklet provides examples of specific wellness/health promotion programs that integrate both wellness and occupational and health and safety, as well as resources on both areas of improving health in the workplace.

WOSHTEP Public Information Campaign

During 2008, LOHP developed a media plan to highlight the positive contributions of WOSH Specialists, owners/managers participating in WOSHTEP small business training programs, and Young Worker Leadership Academy graduates.

The media plan seeks to: increase the visibility of WOSHTEP and the Commission; raise public awareness about occupational safety and health; and encourage WOSHTEP participants to tell their personal stories about what they have learned and how they have contributed to ensuring safer and healthier workplaces.

LOHP will develop relationships with the media on an ongoing basis in order to place stories to several different outlets including mainstream media, local papers, trade journals, union papers, websites, and ethnic media. LOHP will also contact WOSH Specialists and others on an ongoing basis to identify newsworthy human interest stories.

Next steps for gaining media coverage include:

- Providing more information about WOSHTEP on relevant websites.
- Developing a project press kit.
- Writing and placing press releases on WOSHTEP courses for earned media placement (mainstream, local and ethnic).
- Working with WOSH Specialists to write articles on their experiences for their union newsletters and other media outlets.

- Writing industry-specific trade journal articles for placement.

WOSHTEP Resource Centers

Resource Centers at LOHP, WCAHS and LOSH continue to house and act as distribution systems of occupational safety and health training material, including, but not limited to, all materials developed by WOSHTEP. These centers provide information and technical assistance.

LOHP has developed Resource Center tours and classes for WOSH Specialists, orienting them to the Center and giving them take-home research tools to use when at work. The training covers various sources of occupational safety and health information such as journal articles, flyers and brochures, books, online resources, and multilingual materials. In addition, the Resource Center develops resource lists for the LOHP WOSHTEP e-newsletter, sent out at least twice a year to WOSH Specialists to help WOSH Specialists and Trainers find answers to their occupational safety and health questions. The LOHP Resource Center also assisted with the development of background resources for WOSHTEP of a more general nature, which emphasize online resources, where available, to ensure that all WOSHTEP participants have access to these materials.

LOSH has developed a satellite location for the Southern California Resource Center at the UCLA Downtown Labor Center, which is accessible to workers and members of the community. The Center held a training session in November 2005 to orient WOSH Specialists in a Los Angeles Trade Technical College class to the library and pilot-tested a new Internet research activity using the computer lab to find health and safety resources. LOSH also developed a list of primarily electronic, recommended background resources for new WOSH Trainers and/or other workplace health and safety professionals to review as they prepare to teach one or more topics in the WOSH Specialist curriculum.

In addition, in 2007, LOSH was hired by the California Fatality Assessment and Control Evaluation Program (FACE) from the Occupational Health Branch of the California Department of Public Health to translate 12 factsheets about fatal incidents into Spanish. Each of these factsheets describes how an incident happened, identifies the root causes, and recommends actions to prevent similar incidents. These factsheets have been added to the Southern California Resource Center to be used by WOSH Specialists and Trainers as case studies for understanding key WOSHTEP concepts.

New health and safety materials are added to the WOSHTEP Resource Centers on an ongoing basis. These materials are identified by staff through attendance at meetings and conferences, as well as through literature searches and review of the weekly Cal/OSHA Reporter.

Currently, training handouts are being translated into Spanish and Chinese. In future years, the materials may be translated into other languages as needed and as funding allows.

Central Valley Resource Center Development

In 2007, the University of California (UC), Davis Western Center on Agricultural Health and Safety (WCAHS) was identified as an appropriate partner for extending WOSHTEP to the Central Valley. WOSHTEP staff was hired in 2008 and mentored by LOHP. WOSHTEP Central Valley Resource Center staff have recruited for participants and have conducted WOSH Specialist trainings and YWLAs, conducted activities to promote prevention of heat stress, and initiated development of an agricultural industry-related small business project.

In 2008, the dairy industry was selected to be the first agricultural industry for development of a targeted small business model. Selection of this industry was made at the suggestion of the WOSHTEP Advisory Board and with the support of a researcher at UC Davis who can help develop and promote small business health and safety resources for the dairy industry. A *fotonovela* with basic information on how to handle and move cattle, a particularly hazardous activity which is responsible for the majority of injuries within the dairy industry, was under development. This *fotonovela* will be used as part of the educational packet.

In 2010, the materials will be finalized and training programs will begin to be offered to dairy owners and managers.

Multilingual Health and Safety Resource Guide

An electronic Multilingual Health and Safety Resource Guide was developed for CHSWC by LOHP. The Guide is a free resource for finding health and safety information in multiple languages. It consists of worker training materials, such as factsheets, checklists and other resources that are available online and can be printed to distribute to employees participating in injury and illness prevention programs in the workplace.

The Multilingual Health and Safety Resource Guide covers a broad range of topics including identifying and controlling hazards, legal rights and responsibilities, ergonomics, chemical hazards, and violence prevention. It also provides information on hazards in a number of specific industries and occupations, including agriculture, construction, health care and office work.

Resources in the Guide are available in over 20 different languages, including Spanish, Chinese, Arabic, Croatian, Haitian/Creole, Hmong, Japanese, Khmer/Cambodian, Korean, Polish, Portuguese, Russian, Serbian, Swahili, Tagalog, Thai, and Vietnamese.

The Multilingual Health and Safety Resource Guide is updated regularly. Training handouts are currently being translated into Spanish and Chinese and will be translated into other languages in future years, as needed and as funding allows.

The Guide is available at:

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

Websites

Information about WOSHTEP can be found in the WOSHTEP section, <http://www.dir.ca.gov/chswc/woshtep.html>, of the Commission's website at <http://www.dir.ca.gov/chswc>. The website promotes public access to and awareness of WOSHTEP and products developed for the program. These materials include a WOSHTEP brochure, materials developed for the WOSHTEP trainings, and a multilingual health and safety resource guide. In addition, LOHP, WCAHS and LOSH maintain linked websites, www.lohp.org, <http://agcenter.ucdavis.edu/> and www.losh.ucla.edu, with information on WOSHTEP and health and safety resources.

Database and Evaluation

CHSWC maintains a database of all trainers, WOSH Specialists, course information, and certificates awarded. The database assists CHSWC staff in tracking participants in the program and creating reports that will facilitate evaluation of the program.

In 2006 and through 2008, an independent evaluation consultant designed and tested a comprehensive evaluation plan for two elements of WOSHTEP: the WOSH Specialist course; and the Small Business Restaurant Supervisor Safety Training workshop.

The WOSH Specialist training evaluation uses a mixed-method (qualitative and quantitative) non-experimental design (i.e., there is no control group) that gathers information on knowledge, attitudes, skills, and WOSH Specialist effectiveness. The sources of data used to evaluate the WOSH Specialist course include:

- A Registration Form completed by participants prior to the class.
- A Post-Training Form (Post Test) completed by participants at the end of the course which assesses their knowledge of several key learning objectives, as well as perceived changes in their knowledge and willingness to conduct WOSH Specialist tasks in their workplace.
- Follow-up interviews conducted by the independent evaluation consultant with a representative sample of WOSH Specialists three to five months after completing the course to assess whether they were able to conduct WOSH Specialist tasks and have an impact in their workplace.

Similarly, evaluation of the small business training for restaurant owners and managers was based on Registration Forms, Post Tests and structured follow-up interviews conducted by the independent evaluation consultant with a sample of participants. Evaluation results indicate that both programs have had a positive impact on workers and employers.

Industries and Occupations Served by WOSHTEP to Date

To date, WOSHTEP has provided health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; health care; telecommunications; food service or restaurant; laundry; agriculture; transportation; schools; refineries; warehousing; garment; meat packing; recycling; and state and local government.

National Outreach

WOSHTEP is gaining national recognition through CHSWC, LOHP and LOSH presentations at national and state conferences, such as the International Association of Industrial Accident Boards and Commissions (IAIABC), the National Institute for Occupational Safety and Health (NIOSH), the American Society of Safety Professionals, and the American Public Health Association, as well as through articles written for publications such as the *IAIABC Journal*, *Public Health Reports*, the Bureau of National Affairs SafetyNet monthly newsletter, and the quarterly magazine for Foodservice Consultants Society International (FCSI).

IV. Future Plans in 2010 and Beyond

WOSH Specialist Trainings

LOHP, WCAHS and LOSH each will continue to conduct WOSH Specialist courses in 2010. These courses, averaging 15 participants per class, will be held in a variety of locations throughout California. Partnerships will continue to be developed with local, non-profit organizations, community colleges, universities, and State Fund and other insurers to assist in offering these training courses.

WOSH Specialist Statewide Network of Trainers

LOHP and LOSH will continue to provide the Training-of-Trainers course and mentor new WOSH Trainers who will provide training to their constituencies and in their geographic locations.

Refresher Trainings

Refresher trainings will continue to be offered to WOSH Specialists in a variety of settings to assist them in carrying out activities they choose to pursue in their

workplaces after completion of the WOSH Specialist training and to provide informational updates on health and safety issues and resources.

Awareness Sessions and Presentations

As part of ongoing outreach to employers, Awareness Sessions and presentations will continue to be held each year to promote employer interest and participation in WOSHTEP and to meet the special needs of underserved worker populations. Workers attending these trainings will be encouraged to share what they have learned with their employers in order to promote offering the full 24-hour WOSH Specialist course to a group of workers on-site. CHSWC, LOHP and LOSH will work with the WOSHTEP Advisory Board, WOSH Specialist network trainers, needs assessment stakeholders, and others to prioritize employer groups who would most benefit from Awareness Sessions.

Community Leadership Development Outreach and Education Model

Efforts will continue to be made to identify organizations already involved in worker education and to support efforts for those whose staff members have attended WOSHTEP training activities. Potential organizations for this effort will include worker centers, health promoter networks, ethnic organizations, and religious organizations that can benefit from technical support from the WOSHTEP Resource Centers. Projects generally will include new materials development and/or adaption of current materials.

Special Projects 2009-2010

The following special projects are planned for fiscal year 2009-2010:

- Develop outreach for promotora and community clinic networks to implement training based on the “Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers.”
- Expand collaboration with the California State Building & Construction Trades Council (SBCTC) to develop and incorporate across trades injury prevention modules based on the WOSH Specialist curriculum into apprenticeship programs. The target audience is apprenticeship coordinators and instructors who teach in joint labor-management apprenticeship programs.

Additional efforts to work with SBCTC and apprenticeship programs run by the individual crafts through their joint labor-management committees have already included: a ten-week Community Scholars Class, Green Collar Jobs, Green Buildings and Social Justice: Pathway to a Sustainable City held at UCLA, which was attended by labor representatives, community leaders, graduate students, and representatives from Workforce

Development Programs, the Community Redevelopment Agency, and other community organizations; and a spring conference on green buildings and green jobs. In addition, a briefing was held at Los Angeles City Hall on June 11, 2009, where UCLA spring quarter research work was presented as a working paper for distribution and feedback; the work was also presented at a conference on August 5, 2009, focusing on LA's Green Retrofit and Workforce Development Program at the UCLA Downtown Labor Center.

- Develop materials and provide outreach and training based on the WOSH Specialist curriculum for managers, supervisors and employees in sheltered workshops in California on: how to provide health and safety training to their workers with disabilities; and how to design and implement a successful injury and illness prevention program (IIPP) in their workplaces.
- Develop materials and training activities on indoor heat illness prevention in English and Spanish that will be useful across different worksites and implemented as part of WOSHTEP Awareness Sessions or the WOSH Specialist curriculum.
- Adapt the WOSH Specialist curriculum for the agricultural industry to include training and resources on tractor and machinery safety, pesticide handling safety, and other farm-related issues in order to increase the effectiveness of providing WOSHTEP resources to the agricultural community in the Central Valley.

Expansion into the Central Valley and Other Geographic Areas of Northern and Southern California

To continue to implement expansion of WOSHTEP into the Central Valley, LOHP will work with the WOSHTEP Central Valley coordinator to help serve rural parts of California through such efforts as: holding WOSH Specialist courses and a Training-of-Trainers course; reaching and serving the agricultural industry and farm workers in California by conducting a heat stress education campaign with broad partnership support and conducting school-based outreach to teens working in agriculture; and developing resource materials and a training program for targeted small businesses within the agricultural industry in the Central Valley. In 2009, WOSHTEP began development of the Dairy Small Business Safety Training Program, and in 2010, trainings for dairy owners and managers will be conducted.

Expansion of WOSHTEP by LOHP will also continue to include other geographic areas in Northern California such as Sacramento, San Jose and Redding. Expansion in Southern California by LOSH will continue to include San Diego and eastern counties (Inland Empire). In San Diego, LOSH will continue to work with governmental and community-based organizations to identify ways to reach target populations, support efforts by WOSH Specialists to promote health and safety in their workplaces, and identify potential trainers.

Small Business Health and Safety Training

The Restaurant Supervisor Safety Training materials, the Janitorial Small Business Safety Training Program materials, and the general health and safety materials for small businesses across industries will continue to be promoted and distributed throughout the State.

Young Worker Leadership Academies

Two Academies will be held in 2010, one in Northern and one in Southern California, for a total of 50-60 youth with the goal of continuing to create a network of youth who can share health and safety information with their peers. Several students from the previous Academies will participate in the 2010 Academies, leading activities and serving as youth mentors. Academy participants will conduct health and safety activities in their communities during Safe Jobs for Youth Month (May).

Carve-out Health and Safety Training

Outreach and trainings with health and safety materials adapted for carve-outs will continue to be conducted by LOHP and LOSH upon request.

State Building & Construction Trades Council Apprenticeship Training Programs

WOSHTEP materials adapted for use by the building trades in apprenticeship programs will continue to be incorporated into apprenticeship training programs.

Wellness Booklet and Outreach

Materials on integrating wellness with occupational safety and health will be made available.

WOSHTEP Resource Centers

Resource Centers in Northern, Central and Southern California will continue to house and act as distribution systems of occupational safety and health training material, including, but not limited to, materials developed by WOSHTEP. These Centers will also continue to provide information and technical assistance to support the workers' compensation community, including WOSH Specialists and WOSHTEP trainers.

Training Materials in Other Languages and Multilingual Guide

WOSHTEP training handouts have been translated into Spanish and Chinese. Other languages will be added as needed and as funding allows. The Multilingual

Health and Safety Resource Guide developed by LOHP will continue to be updated and maintained regularly. Through this Guide, health and safety resource information will continue to be available online in over 20 languages.

Websites

The WOSHTEP section on the CHSWC website will continue to promote public access to and awareness of WOSHTEP and products developed for the program and will continue to be maintained and updated regularly. LOHP, WCAHS and LOSH will continue to maintain linked websites.

Database and Evaluation

CHSWC will continue to maintain a database of all trainers, WOSH Specialists, course information, and certificates awarded. This database will continue to be used to provide information on the program.

National Outreach

CHSWC, LOHP, WCAHS and LOSH will continue to deliver presentations at meetings of professional state and national organizations and will continue to provide articles on WOSHTEP to professional journals and newsletters to inform the national health and safety community about WOSHTEP.

APPENDIX

2009 WOSH Specialist Trainings, Refresher Trainings and Awareness Sessions and Presentations

2009 WOSH Specialist Trainings

- An open enrollment WOSH Specialist course was taught in Sacramento, CA. The course was taught by two LOHP trainers on January 13, 14 and 15, 2009. In English for 27 graduates.
- An open enrollment WOSH Specialist course was taught in Madera, CA. The course was taught by two LOHP trainers on February 3, 4 and 5, 2009. In English for 19 graduates.
- A WOSH Specialist course was taught for Contra Costa Cities and County employees in Walnut Creek, CA. The course was taught by one LOHP trainer and two WOSH Specialist network trainers on February 19 and 26 and March 3, 2009. In English for 22 graduates.
- A WOSH Specialist course was held in collaboration with San Diego City College Labor Studies Program in San Diego, CA, for a mix of representatives from unions, business contractors, community groups and students. The course was taught by one LOSH trainer and two WOSH Specialist network trainers on March 21 and 28 and April 4, 2009. In English for 19 graduates.
- A WOSH Specialist course was taught for City of Sacramento employees in Sacramento, CA. The course was taught by one LOHP trainer and three City of Sacramento WOSH Specialist network trainers on March 24, 25 and 26, 2009. In English for 21 graduates.
- A WOSH Specialist course was taught for Cypress Mandela Training Center, Inc., in Oakland, CA. The course was taught by a former LOHP trainer from April 1 through July 3, 2009. In English for 19 graduates.
- A WOSH Specialist course was taught for UC Davis employees at UC Davis in Davis, CA. The course was taught by two LOHP trainers on April 14, 21 and 28, 2009. In English for 23 graduates.
- A WOSH Specialist course was held in collaboration with Los Angeles Trade Technical College Labor Studies Program in Los Angeles. The course was taught by one LOSH trainer and two WOSH Specialist network trainers on April

18 and 25 and May 2, 2009. In English for 46 graduates. Nine additional participants completed one to two days of the course.

- A WOSH Specialist course was taught for California Department of Corrections and Rehabilitation (CDCR) employees in Sacramento, CA. The course was taught by two LOHP trainers and one CDCR network trainer on April 21, 22 and 23, 2009. In English for 18 graduates.
- An open enrollment WOSH Specialist course was taught in Oakland, CA. The course was taught by two LOHP trainers on May 5, 6 and 7, 2009. In English for 31 graduates.
- An open enrollment WOSH Specialist course was taught in Sacramento, CA. The course was taught by two LOHP trainers on May 6, 7 and 8, 2009. In English for 15 graduates.
- A WOSH Specialist course was held for UCLA's University Housing off-campus facilities in Los Angeles, CA, for their custodial, facilities and administrative staff. The course was held in collaboration with the UCLA Environment, Health and Safety Department. The course was taught by three LOSH trainers and one WOSH Specialist network trainer on May 12, 14, 19 and 21, 2009. In English for 19 graduates.
- An open enrollment WOSH Specialist course was taught at Sonoma State University in Rohnert Park, CA. The course was taught by one LOHP trainer and one WOSH Specialist network trainer on August 8, 15 and 22, 2009. In English for 18 graduates.
- An open enrollment WOSH Specialist course was held at the UCLA Downtown Labor Center in Los Angeles, CA, for a mix of representatives including state agencies, state universities, small businesses, students and health promoters. The course was taught by one LOSH trainer and four WOSH Specialist network trainers on September 1, 2 and 3, 2009. In English for 13 graduates.
- A WOSH Specialist course was held in collaboration with Los Angeles Trade Technical College Labor Studies Program at Helen Bernstein Learning Center in Hollywood, CA. The 90-hour training is held three days each week throughout the fall semester for high school youth beginning September 10, 2009 and will complete in early February 2010. The course is taught by one LOSH trainer and one WOSH Specialist network trainer. In English for 39 participants.
- A WOSH Specialist course was held in collaboration with the IDEPSCA Green Gardening Cooperative project at Holy Cross Community Center in Los Angeles, CA, for immigrant workers in the landscape industry. The course was

taught by two LOSH trainers and two WOSH Specialist network trainers on September 11, 18 and 25, 2009. In Spanish for 42 graduates.

- A WOSH Specialist course was taught in Sacramento, CA. The course was taught by one LOHP trainer and three City of Sacramento Network trainers on September 16, 23 and 30, 2009. In English for 23 graduates.
- A WOSH Specialist course was held in collaboration with San Bernardino Superior Courts for court workers on health and safety committees from throughout the county in San Bernardino, CA. The course was taught by two LOSH trainers and two WOSH Specialist network trainers on October 20, 22 and 23, 2009. In English for 27 graduates.
- A WOSH Specialist course was held in collaboration with the California Division of Workers' Compensation (DWC) for representatives in the Retraining and Return-to-Work Unit. The course was taught by two LOSH trainers beginning on October 14, and November 9 and 16, 2009. In English for 9 graduates.

2009 Refresher Trainings

- A WOSH Specialist Reunion was held for two hours at the Superior Court of Riverside in Riverside, CA, on February 23, 2009, for Health and Safety Committee members who are WOSH specialists. The group reviewed their action plans and set priorities and a timeline for next steps. In English for 11 participants.
- A WOSH Specialist and Trainers Reunion was held at the UCLA Downtown Labor Center in Los Angeles, CA, on April 25, 2009, in commemoration of Workers Memorial Day. The four-hour session included a community panel which provided information on green jobs, the prevention of injuries and fatalities, and testimonials/personal stories of injuries or deaths on the job. Four groups of WOSH specialists shared the development of their action plans and were awarded a certificate of recognition for their work to improve their workplaces. In English and Spanish for 25 specialists/trainers, 50 participants in the current LA Trade Technical College Specialist course, and more than 125 other community members.
- A WOSH Specialist Refresher Training was held for Contra Costa Cities and County employees for four and a half hours in Walnut Creek, CA, on August 26, 2009. The refresher was conducted by two LOHP trainers and focused on workplace emergency preparedness. In English for 11 participants.
- A WOSH Specialist Refresher Training was held for three hours at UC Berkeley in Berkeley, CA, on October 14, 2009. The refresher was conducted by two LOHP trainers and focused on workplace emergency preparedness and the Airborne Transmissible Diseases Standard. In English for 15 participants.
- A WOSH Specialist Refresher Training was held for three hours in Sacramento, CA, on October 29, 2009. The refresher was conducted by two LOHP trainers and focused on the new Airborne Transmissible Diseases Standard and Heat Illness Prevention Standard. A guest speaker from Cal/OSHA made the presentation on the standards. In English for 24 participants.

2009 Awareness Sessions and Presentations

- An Awareness Session was conducted for San Francisco City Build in San Francisco, CA, on January 8, 2009. The two-hour session was conducted by one LOHP trainer for City Build faculty curriculum developers. The topic was a WOSHTEP program overview, as well as health and safety in pre-apprenticeship construction programs. In English for 17 participants.
- An Awareness Session was conducted for members of the Coalition for Humane Immigrant Rights Los Angeles (CHIRLA) on January 11, 2009. The two-hour session was conducted by one LOSH trainer for household workers. The topic was ergonomic and chemical hazards. In Spanish for 9 participants.
- An Awareness Session was conducted for the Western Workers Labor Heritage Festival in San Mateo, CA, on January 17, 2009. The 90-minute session was conducted by one LOHP trainer and one WOSH Specialist network trainer for union members, staff of community-based organizations, and students attending the festival. The topic was hazard awareness and the WOSH Specialist program. In English for 8 participants.
- An Awareness Session was conducted for the Western Workers Labor Heritage Festival in San Mateo, CA, on January 17, 2009. The 90-minute session was conducted by one LOHP trainer and one WOSH Specialist network trainer for union members, staff of community-based organizations, and students attending the festival. The topic was hazard awareness and the WOSH Specialist program. In English for 20 participants.
- An Awareness Session was conducted for day laborers from the IDEPSCA West LA Community Job Center on January 23, 2009. The two-hour session was conducted by one LOSH trainer. Topics included an overview of the relationship between work and health, the main hazards affecting construction workers and workers' rights and responsibilities. The group also discussed the specific challenges and needs of Spanish-speaking workers. In Spanish for 18 participants.
- A series of 10-15 minute activities over a four-hour period was conducted for the East Bay Alliance for a Sustainable Economy's Port of Oakland Teach-In in Oakland, CA, on February 10, 2009. The activities were conducted by three LOHP trainers for Port of Oakland truck drivers and nearby residents. The topic was occupational safety and health. In English for 50 participants.
- An Awareness Session was conducted for the American Industrial Hygienist Association (AIHA) Forum in Oakland, CA, on February 17, 2009. The three-hour session was conducted by one LOHP trainer for industrial hygienists and health and safety specialists. The topic was workplace violence prevention. In English for 22 participants.

- Four short presentations were held at the Mexican Consulate in Los Angeles, CA, on February 21, 2009. The 15-minute sessions conducted by two LOSH trainers for Consulate visitors while they waited for their documents introduced the topic of workplace fatalities (e.g., a plumber dies in a trench), and those attending were invited to visit a resource table with WOSHTEP materials. In Spanish for 130 participants.
- An Awareness Session was conducted for the Chula Vista Department of Public Health on February 21, 2009. The three-hour session was conducted by one LOSH trainer and one WOSH Specialist network trainer for a diverse group of workers in construction, building maintenance, landscaping, agriculture and the service industry. The new Awareness module was piloted with two additional WOSH Specialist network trainers as participant observers. In Spanish for 23 participants.
- A resource table with WOSHTEP materials, as well as one-on-one interviews, was set up at the Holy Cross Catholic Church Community Health Fair over a seven-hour period on February 21, 2009. A LOSH trainer was at the booth. In Spanish for approximately 100 people visiting the booth and participating in one-on-one interviews.
- An Awareness Session was conducted for Guadalajara Grill restaurant workers in Baldwin Park, CA, on February 23, 2009. The two-and-a-half hour session was conducted by two LOSH trainers and one WOSH Specialist network trainer for the workers and managers using materials developed under the WOSH Specialist community-based model. Topics included studying cases to identify underlying causes, hazard mapping and hazard controls using a presentation, restaurant hazard checklist, and activities specific to the industry. In Spanish for 46 participants.
- A presentation and display requested by RISCO Insurance Services for their small business seminar, "Success in a Declining Economy," was conducted on February 24, 2009, at Stevens Steakhouse in Commerce, CA. The 30-minute presentation for attendees representing restaurants, security firms, hotels, wholesale meats, a tire company, labels and tags, pipeline and accounting included an activity on why businesses should not cut corners on health and safety. Managers from Guadalajara Grill also gave positive comments on the Awareness Session held at their restaurant the previous evening. In English for approximately 40 participants.
- An Awareness Session was conducted for the Logistics Academy, a six-week training program in Los Angeles, CA, on February 26, 2009. The two-and-a-half hour session promoted the WOSHTEP Program and included hazard mapping, health and safety rights and responsibilities, and the Cal/OSHA quiz for participants building skills necessary to enter the goods movement industry.

Many of the participants are unemployed or underemployed men in their 20's and 30's. In English for 26 participants.

- An Awareness Session was held for Service Employees International Union (SEIU) 1877 leaders at their retreat held in Los Angeles, CA, on March 18, 2009. The two-and-a-half hour session facilitated by one LOSH trainer for union stewards highlighted principles of how adults learn best that were then modeled by using janitorial small business activities. In Spanish for 14 participants.
- Four short presentations were held at the Mexican Consulate in Los Angeles, CA, on March 20, 2009. The 15-minute sessions conducted by two LOSH trainers for Consulate visitors while they waited for their documents introduced the topic of workplace rights and responsibilities. Participants were invited to visit a resource table with WOSHTEP materials. Four one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. All were invited to participate in the Workers Memorial Day activity and a future Awareness session. In Spanish for 110 participants.
- An Awareness Session was conducted for the 2009 Farm Safety Seminar in Walnut Grove, CA, on March 20, 2009. The one-hour session was conducted by one LOHP trainer for farm supervisors. The topic was heat illness prevention. In English for 3 participants.
- An Awareness Session was conducted for the Community Health Theory Course at Merritt Nursing School in Oakland, CA, on March 30, 2009. The 90-minute session was conducted by one LOHP trainer for nursing students. The topic was identifying hazards. In English for 29 participants.
- An Awareness Session was held for Holy Cross Community Center volunteers in Los Angeles, CA, on April 15, 2009. The two-hour session facilitated by two LOSH trainers under the community-based model was intended to build the capacity of the center to adapt future educational health and safety activities for the community. The session included a case study to identify underlying causes of injury and illness and rights and responsibilities of workers and employers. In Spanish for 8 participants.
- An Awareness Session was conducted for Common Roots in San Francisco, CA, on April 17, 2009. The 90-minute session was conducted by one LOHP trainer for Chinese-speaking and Spanish-speaking immigrant youth. The topics were youth rights, workers rights, and risk mapping. In English for 12 participants.
- Four short presentations were held at the Mexican Consulate in Los Angeles, CA, on April 24, 2009. The 15-minute sessions conducted by two LOSH

trainers for Consulate visitors while they waited for their documents introduced the topic of workplace fatalities. Participants were invited to visit a resource table with WOSHTEP materials. One-on-one interviews with workers who were concerned about health and safety conditions in their workplace were also held. In Spanish for 130 participants.

- An Awareness Session was held at CARECEN in Los Angeles, CA, on April 27, 2009, for a Car Wash Workers committee. The one-hour session was facilitated by one LOSH trainer and was attended by car wash worker leaders from several car washes in the greater Los Angeles area and union representatives from the United Steelworkers. Topics included identifying and controlling hazards, heat illness prevention, and rights and responsibilities of workers and employers. Participants expressed interest in developing a future project under the WOSH Specialist community-based model. In Spanish for 26 participants.
- An Awareness Session was held at UCLA for students in the UCLA School of Public Health Community Health Sciences class on April 28, 2009. The three-hour session was conducted by one LOSH trainer and one WOSH Specialist network trainer. The session focused on identifying and solving workplace hazards and the young worker activities conducted through LOSH/WOSHTEP. In English for 14 undergraduate and graduate students.
- An Awareness Session was held at San Diego City College on April 30, 2009, in San Diego, CA, for the Chicano Studies program students and some community members. The two-and-a-half hour session was conducted by one LOSH trainer and one WOSH Specialist network trainer with guest speaker Hank Cierpich, a fatality inspector for the California Department of Public Health Services who presented information on fatal accidents and the most hazardous jobs. Other topics included Cal/OSHA's role and workers' and employers' rights and responsibilities. In English for 22 participants.
- A WOSHTEP booth was set up at the Cal State Dominguez Hills Social Justice Student Activist Fair in Dominguez Hills, CA, on April 30, 2009. A LOSH trainer and a WOSH Specialist network trainer shared WOSHTEP materials and promoted Safe Jobs for Youth month for the more than 25 unions and social justice groups, high schools and local colleges who participated in this educational event to commemorate May Day. Visited by students and organizational representatives. Approximately 100 participants.
- An Awareness Session was conducted for the United Farm Workers (UFW) in Salinas, CA, on May 1, 2009. The two-hour session was conducted by one WCAHS trainer for UFW leaders. The topic was a train-the-trainer on heat illness prevention. In Spanish for 10 participants.
- A daylong event was held at Holy Cross Church on Sunday, May 3, 2009, to commemorate International Day and educate participants about workplace

health and safety. An art exhibit, Life, Work and Health in the Immigrant Community, co-hosted by WOSHTEP, included a 40-piece photo exhibit by day laborers, over 100 entries in a children's drawing contest, and poetry and music to celebrate workers' lives and invite them for a dialogue about their health and well being at work. The exhibit continued to be on display for four weeks. Approximately 800 participants.

- An Awareness Session was held at UCLA for a freshman class in the General Education cluster that focused on labor and social justice issues in Los Angeles, CA, on May 7, 2009. The one-and-a-half-hour session was facilitated by one LOSH trainer and one WOSH Specialist network trainer who focused on identifying hazards and possible solutions in the workplace and the rights and responsibilities of workers. They also set up a resource table where students could take materials on young workers and May is Safe Jobs for Youth month. In English for 20 students.
- Three short presentations were held at the Mexican Consulate in Los Angeles, CA, on May 15, 2009. The 15-minute sessions conducted by two LOSH trainers for Consulate visitors while they waited for their documents introduced the topic of young worker fatalities to promote teen job health and safety during May is Safe Jobs for Youth month. Participants were invited to visit a resource table with WOSHTEP materials. Two one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 90 participants.
- An Awareness Session was conducted for the Building Skills Partnership in Burlingame, CA, on May 29, 2009. The 90-minute session was conducted by one LOHP trainer for English as a Second Language (ESL) instructors who provide ESL instruction to janitors. These janitors are members of Service Employees International Union (SEIU) Local 1877. The topic was health and safety in the janitorial services industry. In English for 8 participants.
- An Awareness Session was conducted for the California State Department of Workers' Compensation in Oakland, CA, on June 1 and 2, 2009. The two-day session was conducted by two LOHP trainers for Division of Workers' Compensation health and safety specialists. The topic was how to investigate hazards and action planning. In English for 45 participants.
- An Awareness Session was held at IDEPSCA in Los Angeles, CA, on June 12, 2009. The two-hour session on "green jobs" was facilitated by a WOSH trainer from IDEPSCA for immigrant day laborers specializing in construction, gardening, painting and electrical. Topics included an introduction to identifying hazards and hazard mapping activities. In Spanish for 39 participants.
- An Awareness Session was conducted for the UC Davis Continuing Education Program in Sacramento, CA, on June 15 and 16, 2009. The five-hour session

was conducted by one LOHP trainer for students attending a 40-hour Continuing Education course entitled, "Designing & Delivering Effective Health & Safety Training." The topics included how adults learn, controlling hazards, and risk mapping. In English for 9 participants.

- Three short presentations were held at the Mexican Consulate in Los Angeles, CA, on June 19, 2009. The 15-minute sessions conducted by two LOSH trainers for Consulate visitors while they waited for their documents introduced the topic of heat stress awareness. Participants were invited to visit a resource table with WOSHTEP materials. Three one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 120 participants.
- A WOSHTEP booth was set up at St. John's Clinic 4th Annual Health, Safety & Literacy Fair in Los Angeles, CA, on June 20, 2009. Approximately 200 low-wage, Spanish-speaking workers visited the resource table to gather materials and speak with the LOSH trainer who conducted four one-on-one interviews.
- A WOSHTEP booth was set up at Cypress Park Community Job Center's 3rd Annual Health Fair in Los Angeles, CA, on June 27, 2009. Approximately 150 low-wage, Spanish-speaking workers visited the resource table to gather materials and speak with the LOSH trainer who conducted five one-on-one interviews.
- An Awareness Session was conducted for the Occupational Health Workshop in Dinuba, CA, on July 8, 2009. The 5.5-hour session was conducted by one WCAHS trainer for representatives of nonprofit agencies in the Central Valley. The topic was heat illness prevention, workers' compensation, and an overview of Cal/OSHA. In English for 15 participants.
- An Awareness Session was conducted for UC Davis Safety Coordinator Heat Illness Prevention Training of Trainers in Hollister, CA, on July 9, 2009. The session was conducted by one WCAHS trainer for UC Davis Safety Coordinators. The topic was a train-the-trainer for heat illness prevention. In English for 2 participants.
- A presentation for the Laborers International Union of North America (LIUNA) Workers' Fair was held in Santa Ana on July 18, 2009. The one-hour session facilitated by one LOSH trainer for construction workers from the Inland Empire introduced the topic of workplace health and safety, covering rights and responsibilities and heat illness. In Spanish for 80 participants.
- An Awareness Session was conducted for the United Food and Commercial Workers (UFCW) Local 5 in Salinas, CA, on July 23, 2009. The 90-minute session was conducted by one LOHP trainer for retail workers and union

representatives from UFCW Local 5. The topic was workplace violence prevention in retail stores. In English for 30 participants.

- A presentation was conducted for Poder Popular Promotores in San Joaquin, CA, on July 24, 2009. The 15-minute presentation was conducted by one WCAHS trainer for promotores. The topic was the dangers of heat and how to prevent and protect oneself from heat illness. In Spanish for 300 participants.
- Three short presentations were held at the Mexican Consulate in Los Angeles on July 24, 2009. The 15-minute sessions conducted by two LOSH trainers for Consulate visitors while they waited for their documents introduced the topic of heat stress awareness. Participants were invited to visit a resource table with WOSHTEP materials. Two one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 95 participants.
- An Awareness Session was held in the San Fernando Valley on July 27, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Canoga and Sherman Way). Topics included heat illness and Cal/OSHA. In Spanish for 20 participants.
- An Awareness Session was conducted for the UC Berkeley Center for Occupational and Environmental Health (COEH) Continuing Education Summer Institute in Oakland, CA, on July 29, 2009. The eight-hour session was conducted by one LOHP trainer for occupational health and safety workers. The topic was workplace violence prevention. In English for 5 participants.
- A radio interview was given by a WCAHS trainer to La Cultura Cura, a Spanish language radio station, which airs in Fresno, CA, and Southern California on July 30, 2009. The one-hour interview covered the WOSH Specialist 24-hour training program, small business trainings, heat illness prevention, and the new dairy package. In Spanish.
- An Awareness Session was held in Los Angeles, CA, on July 30, 2009, for the Koreatown Immigrant Workers Alliance (KIWA). The two-hour session was facilitated by a WOSH Specialist representing KIWA using materials developed for the Community Outreach and Education model of WOSHTEP. In Korean for 11 restaurant workers.
- An Awareness Session was held in the San Fernando Valley on August 6, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Canoga and Van Owen). Topics included heat illness and Cal/OSHA. In Spanish for 14 participants.

- An Awareness Session was held in the San Fernando Valley on August 10, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Van Owen and DeSoto). Topics included heat illness and Cal/OSHA. In Spanish for 12 participants.
- An Awareness Session was held in the San Fernando Valley on August 11, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Roscoe and Deering). Topics included heat illness and Cal/OSHA. In Spanish for 12 participants.
- An Awareness session was conducted for the Summer Institute for Union Women in Los Angeles, CA, from August 11 to 14, 2009. The 12-hour session was conducted by one LOHP trainer and one LOSH trainer for union members from the U.S. and Canada. Topics included the effects of gender inequality in women's health, developing skills to prevent workplace injuries and illnesses, and WOSH Specialist activities (e.g. hazard mapping). In English for 16 participants.
- A presentation was conducted for the NIOSH Invitational Intra/Extramural Agriculture Forestry and Fishing Safety and Health Workshop in Cincinnati, Ohio, on August 12, 2009. The 15-minute presentation was conducted by one WCAHS staff person for NIOSH researchers, program officers, directors, as well as staff from the eight Agricultural Safety and Health Centers in the nation. The topic was WOSHTEP and the dairy safety program. In English for 150 participants.
- An Awareness Session was held in the San Fernando Valley on August 18, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Sherman Way and Winetka). Topics included heat illness and Cal/OSHA. In Spanish for 11 participants.
- Three short presentations were held at the Mexican Consulate in Los Angeles on August 19, 2009. The 15-minute sessions conducted by one LOSH trainer for Consulate visitors while they waited for their documents introduced the topic of heat stress awareness and they were invited to visit a resource table with WOSHTEP materials. Four one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 110 participants.
- An Awareness Session was held in the San Fernando Valley on August 24, 2009. The two-hour session was facilitated by two WOSH trainers who are health promoters for day laborers standing on the street corners (Fallbrook and

Ventura). Topics included heat illness and Cal/OSHA. In Spanish for 17 participants.

- A WOSHTEP booth was set up at the Hollywood Community Job Center Health Fair organized by IDEPSCA on August 29, 2009, for day laborers. One LOSH trainer provided worker safety and health information and resources. In Spanish for approximately 300 participants.
- An Awareness Session was held in collaboration with the Maintenance Cooperation Trust Fund (MCTF) in San Diego on August 31, 2009. The three-hour session was taught by one LOSH trainer and one WOSH trainer for staff members representing the janitorial industry from throughout California. Topics included Cal/OSHA Rights and Responsibilities. In Spanish for 11 participants.
- An Awareness Session was conducted for Service Employees International Union (SEIU) Local 1877 in Oakland, CA, on September 12, 2009. The 45-minute session was conducted by one LOHP trainer for Spanish-speaking and English-speaking shop stewards. The topics included: reviewing MSDS for wax stripper, controlling hazards, and making a case for health and safety. In English for 48 participants.
- An Awareness Session was held in collaboration with CWA-UPTE in Los Angeles on September 12, 2009. The three-hour session was coordinated and facilitated by a WOSH trainer for union representatives and workers on the CWA-UPTE Health and Safety Committee who expressed interested in hosting a 24-hour WOSH training in the near future. In English for 19 participants.
- A presentation for San Diego City College's Student Activist Day was held on September 17, 2009. The ten-minute presentation by one WOSH trainer about WOSHTEP was attended by about 50 students; 37 signed up, and 4 were interested in participating in other program activities.
- An Awareness Session was conducted for American Federation of State, County and Municipal Employees (AFSCME) Local 3299 in San Francisco, CA, on September 30, 2009. The nine-hour session was conducted by two LOHP trainers for Health and Safety Committee members and staff of AFSCME Local 3299. Topics included: what is health and safety, how to identify hazards, how to control hazards, and effective health and safety committees. In English for 14 participants.
- A presentation on basic workplace health and safety introducing the WOSHTEP program was held for Latinas y Latinos en Accion (LLEA) in San Diego, CA, as part of the Mid City Community Action Network on October 2, 2009. The presentation was conducted by a WOSH Specialist training. LLEA conducts outreach to day laborers in Mid-City San Diego and educates them on

workplace rights and responsibilities. The 40-minute presentation was provided by a WOSH trainer. In Spanish for 10 participants.

- A presentation about the statewide WOSHTEP Program was given at the Communications Workers of America (CWA) national health and safety conference held in San Diego, CA, on October 3, 2009. The one-hour presentation by LOSH and LOHP directors was supplemented with networking time spent with the CWA specialists. In English for 150 participants.
- A WOSHTEP booth with information and resources for participants was set up at the Mexican Consulate's inauguration of Binational Health Month at the Mexican Consulate in Los Angeles, CA, on October 9, 2009. About 95 people received information, and five one-on-one interviews were held with workers concerned about their safety and health
- A WOSHTEP booth with information and resources for participants was set up at the Mexican Consulate in Los Angeles, CA, on October 10, 2009. People received information and three one-on-one interviews were held with workers concerned about their safety and health at work. In Spanish for about 110 people.
- A WOSHTEP booth was set at a Health Fair organized by the Mexican Consulate and held at Casa Durango (Plaza Mexico) in Lynwood, CA, on October 16, 2009. One LOSH trainer provided worker safety and health information and resources. About 75 people received WOSHTEP information and resources and three one-on-one interviews were held with workers concerned about their safety and health at work.
- A WOSHTEP booth was set at a Health Fair held at the Mexican Consulate in Los Angeles, CA, on October 23, 2009. One LOSH trainer provided worker safety and health information and resources. About 85 people received WOSHTEP information and resources and four one-on-one interviews were held with workers concerned about their safety and health at work.
- A WOSHTEP booth was set at a Health Fair organized by the Mexican Consulate and held at Olvera Street in downtown Los Angeles, CA, on October 24, 2009. One LOSH trainer provided worker safety and health information and resources. About 150 people received WOSHTEP information and resources and 15 one-on-one interviews were held with workers concerned about their safety and health at work.
- An Awareness Session was conducted for the Center for Collaborative Solutions' conference called Creating Safer Workplaces: Best Practices for Labor and Management on October 28, 2009. The two-hour session conducted by an LOHP trainer was entitled, Keys to Building Effective Health and Safety Committees. The session featured activities from the core WOSH Specialist

course, as well as from the supplemental module on health and safety committees. In English for 31 people, primarily from public agencies.

- A San Diego WOSH Specialist network trainer presented information about WOSHTEP and displayed educational material at the Sharing our Binational Resources Conference for Health Promoters organized by the California Office of Binational Border Health (COBBH) in San Diego, CA, on October 29, 2009. In Spanish for 25 participants.
- A San Diego WOSH Specialist network trainer presented on WOSHTEP and participated in a panel titled “The Effective Work of Promoters in San Diego County and Supporting Resolution SB 75” on October 30, 2009. The event, held in San Diego, CA, was organized by the Statewide Coalition of Health Promoters called Vision and Commitment. In Spanish for 35 participants.
- An Awareness Session was held at Interfaith Community Services in San Diego, CA, for day laborers and jornaleros as part of a weekly safety and health orientation on November 5, 2009. The one-hour session was facilitated by two WOSH Specialist network trainers. Information and sample activities from WOSHTEP were used. In Spanish for 20 participants.
- A 15-minute presentation promoting WOSHTEP was given by a San Diego WOSH Specialist network trainer at an Awareness Session hosted by the Employee Rights Center (ERC) “Do you know your rights as an employee?” on November 5, 2009. Held at the Chicano and Chicana Studies classroom at San Diego City College, the goal was to establish collaboration between Chicanos and Chicana Studies, ERC and LOSH/WOSHTEP. In English and Spanish for 25 students and members of the general public.
- An Awareness Session was held for the Nauun PTA in Los Angeles, CA, on November 7, 2009. The two-hour session, facilitated by a WOSH Specialist from KIWA, included general workplace safety information including hazard identification and effective solutions as well as information on lead and its effects. In Korean for 11 participants.
- An Awareness Session was conducted for the American Federation of State, County and Municipal Employees (AFSCME) Local 3299 in San Francisco, CA, on November 10, 2009. The six-hour session was conducted by two LOHP trainers for Health and Safety Committee members and staff of AFSCME Local 3299. The topic was how to control hazards. In English for 7 participants
- An Awareness Session was held as part of the Car Wash Workers Health Fair in Los Angeles, CA, on November 11, 2009. The one-hour session for car wash workers from all over Los Angeles was taught by one LOSH staff and one WOSH Specialist network trainer. Also, one WOSH Specialist network trainer coordinated the fair. In Spanish for 20 participants.

- An Awareness Session was held for Inland Empire Warehouse Workers United/Change to Win as part of their health fair held in Fontana, CA, on November 21, 2009. The one-hour session facilitated by one LOSH staff included a discussion on basic workers' rights and responsibilities. The staff also set up an informational table with sample WOSHTEP worksheets. In Spanish for 10 participants.
- Four short presentations were held at the Mexican Consulate in Los Angeles, CA, on November 30, 2009. The 15-minute sessions, conducted by one LOSH trainer for Consulate visitors while they waited for their documents, introduced the topic of basic safety and health principles. The visitors were invited to spend time at a resource table with WOSHTEP materials. Three one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 90 participants.
- An Awareness Session was conducted for a course at Merritt Nursing School in Oakland, CA, on December 1, 2009. The two-hour session was conducted by an LOHP trainer for nursing students. The topic was hazard awareness and included activities such as job hazards in nursing, overview of solutions, and the role of nurses in addressing occupational health and safety. In English for 45 participants.
- An Awareness Session was held at the 7th Statewide Conference of Health Promoters at the Burbank Airport Marriott Hotel & Convention Center on December 4, 2009. The two-hour session for health promoters representing California, Tijuana, and Phoenix, AZ, was facilitated by three WOSH Specialist network trainers. The trainers also hosted a resource table on December 4th and 5th that had WOSHTEP materials. This was visited by 350 conference participants. In Spanish for 17 participants.
- A one-hour presentation was given to introduce WOSHTEP to the joint labor-management health and safety committee for the California State University (CSU) and the State Employee Trades Counsel (SETC) on December 10, 2009. The presentation primarily promoted the WOSH Specialist training and summarized the goals and resources of the Specialists and Trainers Networks. The overall purpose is to be able to condense and customize the 24-hour training into a 16-hour training for the members of the health and safety committee throughout the CSU system. In English for 8 participants.
- A 30-minute Awareness Session was presented to the Chicano and Chicana Studies class at San Diego City College, San Diego, CA, on December 10, 2009. . This is the beginning of a Students Club called CLR City Labor Rights. The session was conducted by a WOSH Specialist trainer. The focus of the session was body map and a three generations activity to become aware about health conditions in the participants' workplaces. In Spanish for 6 participants.

- Three short presentations were held at the Mexican Consulate in Los Angeles on December 11, 2009. The 15-minute sessions, conducted by one LOSH trainer for Consulate visitors while they waited for their documents, introduced the topic of safety and health awareness. The visitors were invited to spend time at a resource table with WOSHTEP materials. Five one-on-one interviews were conducted with workers who were concerned about health and safety conditions in their workplace. In Spanish for 95 participants.
- An Awareness Session was conducted for the AFSCME/UCSF Health & Safety Committee in San Francisco, CA on December 16, 2009. The eight-hour training was conducted by two LOHP trainers for Health & Safety Committee members. The topic was the health and safety committees WOSHTEP module. In English for 6 participants.