

# The California Commission on Health and Safety and Workers' Compensation



## Worker Occupational Safety and Health Training and Education Program (WOSHTEP) 2007 Advisory Board Annual Report

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December 2007

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# **2007 ADVISORY BOARD ANNUAL REPORT**

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

### **I. Executive Summary**

The WOSHTEP Advisory Board is submitting its fourth 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 2007, WOSHTEP has served over 2,500 workers and over 750 employers. To date, WOSHTEP has provided 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 schools.

All WOSHTEP activities are described below and in the Appendix to this report.

### **Overview of WOSHTEP Activities**

In 2003, the first year of WOSHTEP, key accomplishments included a needs assessment, the design of the WOSH Specialist curriculum, and the development of 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 guide to multilingual health and safety resources.

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

- Presentation of the first WOSH Specialist Training-of-Trainers courses 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.
- 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 own community. Academy participants conducted Safe Jobs for Youth Month (May) activities in their communities.

In 2006, key accomplishments included:

- Expanded the audience for WOSH Specialist course offerings, Awareness sessions, and Refresher trainings. Many of the WOSH Specialists participated in Refresher trainings. In addition, Awareness sessions have been presented to inform employers and workers about the WOSH Specialist course and WOSHTEP resources.
- Expanded the Trainers' Network for the WOSH Specialist course.
- Expanded partnerships with the State Compensation Insurance Fund (SCIF) 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 20 workshops for more than 280 owners and managers from over 179 restaurants or food-service programs.
- A needs assessment for the development of a health and safety training and resource packet for a spectrum of small businesses.
- A working partnership to plan and implement a campaign on heat illness targeting agricultural workers in the Central Valley.
- Two new 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.
- Expanded resources and technical assistance through the Northern and Southern California Resource Centers.

In 2007, accomplishments included:

- Expansion of WOSHTEP, especially the Specialist course and small business program, to additional areas of the state, including the Central Valley and the San Diego area.
- A new Supplemental module on Workplace Violence Prevention for the WOSH Specialist course.
- Materials necessary for teaching the WOSH Specialist course to unions and employers participating in a carve-out and for use in the construction industry.
- Expansion of the WOSH Specialist Trainers' Network.
- Development of generic health and safety resources and training activities for small businesses across a range of industries.
- Evaluation of the WOSH Specialist course and the Small Business Restaurant Supervisor Safety Training workshop.
- 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 graduates of the Academies.

For a detailed discussion of the accomplishments above, see pages 8 through 21 and the Appendix of this report.

## **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 contracts with the Labor Occupational Health

Program (LOHP) at the University of California, Berkeley, and the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles.

### ***Purpose and Objectives***

The purpose of WOSHTEP is to promote workplace safety and health programs. WOSHTEP focuses on developing injury and illness prevention skills of employees and their representatives who can then take a leadership role in promoting safety and health 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.
- Operate one or more libraries and distribution systems of occupational health and safety training material.
- Establish a labor-management Advisory Board to assist with development of the program and outreach to key constituencies and to 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***

CHSWC contracts with the Labor Occupational Health Program (LOHP) at the University of California, Berkeley, and the Labor Occupational Safety and Health (LOSH) Program at the University of California, Los Angeles, 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.

| <b>CHSWC Staff Participants</b>                            |   |
|--|---|
| Christine Baker<br>Executive Officer                       | Janice Yapdiangco<br>Staff Services Manager     |
| Irina Nemirovsky<br>Research Program Specialist II         | Nurgul Toktogonova<br>Research Analyst I        |
| Selma Meyerowitz<br>Associate Governmental Program Analyst | Oliva Vela<br>Staff Services Analyst            |
|  | Chellah Yanga<br>Management Services Technician |

**Resource Center  
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Robin Dewey  
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**Resource Center  
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Laurie Kominski  
Associate Director of Program  
Administration

Jessica Martinez  
WOSHTEP Course Coordinator

Nancy Morales  
Youth Project Coordinator

### ***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 health and safety.
- 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  
State Building and Construction Trades  
Council

Laura Boatman  
State Building and Construction Trades  
Council

Andrea Dehlendorf  
Service Employees International Union  
(SEIU)

Judith Freyman  
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Simmi Gandhi  
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Deborah Gold  
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Cal/OSHA

Scott Hauge  
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Jon Hughes  
United Food and Commercial Workers  
Union (UFCW) Local 5

Bonnie Kolesar, ARM, CCSA  
California Department of Corrections and  
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Laura Kurre  
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Tom Rankin  
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Christina Vasquez  
Union of Needletrades, Industrial and  
Textile Employees (UNITE)

Len Welsh  
State of California  
Division of Occupational Safety and Health

Chad Wright  
Laborers Tri-Funds

**WOSHTEP Advisory Board  
Ex-Officio Members**

Charles Boettger  
Municipal Pooling Authority

Marry Deems  
Department of Health Services

Cindy Delgado  
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Ken Helfrich  
Employers Direct Insurance

Scott Henderson  
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Dori Rose Inda  
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Mark Jansen  
Zenith Insurance

Chris Leichy  
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Keith Lessner  
Property and Casualty Insurance  
Association of America

Dave Mack  
Chubb Group of Insurance Companies

Michael Marsh  
California Rural Legal Assistance

Lauren Mayfield  
State Compensation Insurance Fund

John McDowell  
LA Trade Technical College – Labor  
Studies Program

Thomas Neale  
Chubb & Son

Fran Schreiber  
Kazan, McClain, Edises, Abrams,  
Fernandez, Lyons & Farrise

Bob Snyder  
Liberty Mutual Insurance Group

Dave Strickland  
Zurich Insurance

Ed Walters  
Praetorian Financial Group

Jim Zanotti  
AIG Insurance

### III. WOSHTEP Accomplishments

#### *Summary of Previous 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 the core and supplemental curriculum 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.
- Core and supplemental modules for a Worker Occupational Safety and Health (WOSH) Specialist curriculum developed to prepare workers to actively participate 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 has been developed by LOHP for CHSWC and has been posted on CHSWC's website at <http://www.dir.ca.gov/CHSWC/MultilingualGuide/MultilingualGuideMain.html>. This Guide is updated regularly.
- An evaluation system developed to measure the effectiveness of WOSHTEP components.
- Two Resource Centers, each with a library and distribution system for occupational health and safety training material, established in Northern and Southern California. These resources include material developed by WOSHTEP.
- A statewide Trainers' Network, including WOSH Specialists and others with responsibility for occupational health and safety. CHSWC, LOHP and LOSH are continuing to look at existing training networks and initiating discussions with community colleges, adult schools, insurance carriers and others interested in participating as part of the statewide network of trainers mandated by statute.

- An innovative small business safety training program developed and offered by LOHP and LOSH to owners and managers of small restaurants. This program is available in English and Spanish.
- A small business safety training program for small businesses in any industry. This program includes health and safety resource materials, as well as materials for owners and managers of small businesses to use to conduct health and safety training for their employees.
- A Young Worker Leadership Academy, piloted in 2005 and offered twice in 2006 and twice in 2007 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.

In addition, a network of youth health and safety mentors has been developed. This network includes graduates of past Young Worker Leadership Academies.

### ***WOSH Specialist Curriculum***

The WOSH Specialist 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.

The 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 health and safety.

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

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 how versatile the curriculum would be.
- 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 continuing through 2006, additional WOSH Specialist training courses were conducted in Northern and Southern California as described in the Advisory Board Annual Reports for 2004, 2005, and 2006. To date, 1,150 Specialists have been trained in Northern, Central and Southern California.

In 2007, over 30 WOSH Specialist classes were conducted by LOHP and LOSH for a wide range of target audiences including: SBC/AT&T; San Francisco State University; Laney College Labor Studies Program; the California Department of Corrections and Rehabilitation (CDCR), for facilities in Northern, Central, and Southern California; and labor and community-based organizations located in Northern, Central and Southern California. See the Appendix of this report for detailed descriptions of 2007 WOSH Specialist trainings.

### **Statewide Network of WOSH 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. LOHP's 24-hour course offered in April 2005 trained 13 participants, including those from the Department of Corrections and

Rehabilitation, SBC/Communication Workers of America, and community college instructors. LOSH's 30-hour Training-of-Trainers course, presented in July 2005, trained 16 participants, including bilingual trainers from SCIF, representatives from non-profit organizations, workers from small manufacturing and racetrack industries, union representatives in the homecare and nursing-home industries, and the Los Angeles and San Diego Community College Labor Studies Programs.

In addition, a WOSH Specialist Training-of-Trainers course was taught in English for 13 participants in Oakland, CA, by LOHP trainers in September 2006. LOSH offered two WOSH Specialist Training-of-Trainers courses in Los Angeles, CA, one in November 2006, in Spanish for 14 participants, including several health promoters and a Cal/OSHA inspector, and another in September 2007, in English for 8 participants including representatives of the Building Trades Council. In 2007, LOHP also conducted a Training-of-Trainers course in Sacramento, CA, in June 2007 in English for 12 participants. In this course, training teams were formed from the City of Sacramento, the California Conservation Corps, AT&T/CWA, CDCR, and the Laborers Union.

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

To date, 76 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 continues. Training-of-Trainers classes will be offered each year in order to expand the trainers' network by developing trainers prepared to teach the WOSH Specialist course.

#### Awareness Sessions and Presentations

LOHP and LOSH 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, 2005, and 2006 are described in the Annual Reports for 2004, 2005, and 2006. To date, Awareness sessions have reached over 2,100 participants and approximately 365 employers.

Awareness sessions and presentations for 2007 reached a wide range of audiences including: San Francisco City College Apprenticeship Program; SCIF

Loss Control Managers and SCIF policy holders; community-based organizations; the Service Employees International Union (SEIU); and national 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, and the American Public Health Association (APHA). See the Appendix of this report for detailed descriptions of 2007 Awareness sessions and presentations.

In 2007, LOSH developed a new Awareness module as an introduction to workplace safety and health 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 advance health and safety in the workplace.

### Refresher Trainings

Refresher trainings were provided in 2004, 2005, and 2006 to a number of trained WOSH Specialists in a variety of settings to assist them in carrying out activities they chose to pursue in their workplaces after completion of the WOSH Specialist training. Refresher trainings for 2004, 2005, and 2006 are described in the 2004, 2005 and 2006 Annual Reports. To date, Refresher trainings have been conducted for over 265 participants.

In 2007, 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 detailed descriptions of 2007 Refresher trainings.

### ***Outreach to 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 have each published and mailed newsletters in English and Spanish to update WOSH Specialists on actions Specialists have taken in the workplace and on upcoming courses or skill-building conferences and workshops. Articles were written by program staff, WOSH Specialists and WOSH trainers. Two of the newsletters produced by LOHP in 2007 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.

LOSH staff 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 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 fact sheets about safe wildfire clean-up which were sent to LOSH Specialists, trainers, and community partners for their own use and for distribution to others.

### ***WOSH Specialist Accomplishments***

WOSH Specialists have reported a range of accomplishments to date including:

- Participating on an employer-employee health and safety committee.
- 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 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. This was one of 13 meetings scheduled around the country focusing on concerns, insights, and recommendations for research to improve workplace health and safety.

### ***Small Business Health and Safety Resources***

In partnership with SCIF, Cal/OSHA Consultation, and 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 owners and managers said they needed and would be able to use 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 that 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 2007, 20 workshops were held, reaching 239 owners or managers from 152 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. Additional outreach occurred when the Independent Restaurant Safety Council printed and distributed 3,000 copies of the materials to their members.

Also in 2007, generic health and safety materials were developed and piloted for small businesses in any industry. Based on the materials developed for small businesses in the restaurant industry, 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.

### ***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 over 160,000 teens are injured on the job annually in the United States; at least 84,000 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 in Anaheim, California. Twenty-five youth in teams of three or four members each from six different communities in California learned about workplace health and safety. 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 in 2006 supported two additional Young Worker Leadership Academies, one in Sacramento in January, and the other in Los Angeles in February. Thirteen teams of three or four members each (48 youth) attended the two Academies, with four youth from the 2005 Academy returning to act as youth mentors to the new teams. CHSWC co-sponsored these Academies with LOHP, LOSH, the Center for Civic Participation, and the California Partnership for Young Worker Health and Safety. In 2007, Academies were held in Berkeley in January and Los Angeles in February. Eleven teams (39 youth) attended the two Academies, with 11 youth from the 2006 Academies returning as youth mentors.

The goals of the Young Worker Leadership Academy are to: teach youth about workplace health and safety and their rights on the job; help youth identify educational, 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 May.

During May 2006, 12 of the Academy teams each successfully conducted a variety of creative activities, including: conducting workshops at schools and in the community on health and safety hazards, including developing and staffing a booth on teen worker safety at a local farmers' market; being interviewed on a

local Spanish-language radio station; and working with school personnel to develop and institute a quiz on young worker rights and responsibilities in the workplace to be taken by all youth seeking work permits. Teams reached a wide audience, mainly youth, through these activities. They also reached many low-wage, Spanish-speaking and/or immigrant families or community members with little awareness of U.S. workplace laws.

In response to participant requests, a reunion was organized for the 2006 LA Academy participants, held at UCLA in August 2006. Twelve youth, representing five of the six teams, participated to share their team projects, which reached over 2,000 youth and 200 adults, to develop additional skills, and to discuss ideas for building an ongoing network of youth health and safety advocates. A second reunion for Southern California Academy graduates was held in December 2007 at the UCLA Downtown Labor Center for 11 Academy youth and three adult (team) sponsors. During the reunion, participants shared their challenges and successes and learned techniques for outreach to the media.

In May and June 2007, ten of the teams that attended the 2007 Academies successfully conducted a variety of creative activities, such as: leading workshops at schools and in the community on health and safety hazards; being interviewed on a local radio station; developing video public service announcements (PSAs); and developing and distributing brochures and wallet cards on job safety and resources. Teams reached at least 1,000 people, mainly youth, through these activities. In addition, 14 Academy graduates helped plan and conduct workshops at a day-long teen-led conference in April 2007 for 300 teens in Southern California.

Academy graduates also have made presentations statewide to groups including: the California Partnership for Young Worker Health and Safety; teachers at the statewide meeting of the California Association of Work Experience Educators (CAWEE); participants at a Workers' Memorial Day event in Southern California; participants at a Latino student conference at UCLA; and the national annual conference of the Interstate Labor Standards Association in August 2007.

As a result of the Academies in 2005, 2006 and 2007, a network of youth who can help promote workplace health and safety in their communities has been developed.

Two additional Academies facilitated by LOHP and LOSH are planned for 2008, one to be held in January at UC Berkeley, and one to be held in February at UCLA. 17 Academy graduates will attend the 2008 Academies as youth mentors.

## ***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, held in August 2007 by CHSWC, which 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 a carve-out. Such prevention activities, which could include health and safety committees, health and safety training and hazard investigations, could help reduce workplace injuries and illnesses, as well as reduce costs to workers and employers.

### *Carve-out Materials for WOSH Specialist Course*

Materials necessary for teaching the WOSH Specialist course to unions and employees participating in a carve-out were finalized this year. The materials were also finalized for use in the construction industry. One WOSH Specialist class in 2007 has used the new materials with members of the Laborer's Union who are participants in a carve-out.

## ***Resource Centers***

Resource Centers at LOHP and LOSH continue to house and act as distribution systems of occupational health and safety 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 WOSHTEP participants, orienting them to the Center and giving them take-home research tools to use when at work. The training covers various sources of occupational health and safety 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 to help WOSH Specialists and trainers find answers to their occupational safety and health questions. The LOHP Resource Center also assisted in 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 their 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 an LA Trade Technical College class to the library and piloted 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.

New health and safety materials are added to the Resource Centers monthly. 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. In addition, this year, LOSH was hired by the California Fatality Assessment and Control Evaluation Program (FACE) from the Occupational Health Branch of the California Department of Health Services to translate into Spanish 12 fact sheets about fatal accidents. Each of these fact sheets describes how an accident happened, identifies the roots causes, and recommends actions to prevent similar accidents. These fact sheets 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.

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***

The University of California Davis Western Center on Agricultural Health and Safety has been identified as an appropriate partner for establishing a WOSHTEP presence in the Central Valley. Work is underway to hire a Central Valley coordinator who would be mentored by LOHP WOSHTEP staff.

In 2007, a number of WOSHTEP activities were launched in the Central Valley. These included conducting three WOSH Specialist courses, two in Sacramento and one in Fresno. LOHP also prepared a tailgate training guide on teaching farm workers about prevention of heat-related illness and then pilot-tested it at a large agricultural conference in Monterey, CA. Participants in the workshop on the guide were later contacted by WOSHTEP staff to assess use of the guide with their workers. In addition, organizations and agencies that are involved in heat stress prevention received the guide, and two meetings were convened by WOSHTEP staff to discuss feedback on the guide and to exchange resources.

### ***Multilingual Health and Safety Resource Guide***

An electronic Multilingual Health and Safety Resource Guide has been 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 fact sheets, 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 as needed and as funding allows, will be translated into other languages in future years.

The Guide is available on the web 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 CHSWC 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 fact sheet, a multilingual health and safety resource guide, and other resources developed for WOSHTEP training. In addition, LOHP and LOSH maintain linked websites, [www.lohp.org](http://www.lohp.org) and [www.losh.ucla.edu](http://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 2007, 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 that 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. Final evaluation reports are expected in 2008. Preliminary results indicate that the 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; and recycling.

### ***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), American Society of Safety Professionals, and the American Public Health Association, as well as through articles written for publications such as the IAIABC journal, the Bureau of National Affairs SafetyNet monthly newsletter, and the quarterly magazine for Foodservice Consultants Society International (FCSI).

#### **IV. Future Plans in 2008 and Beyond**

##### ***WOSH Specialist Training***

LOHP and LOSH each will continue to conduct WOSH Specialist courses in 2008. 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 SCIF 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.

##### ***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 trainings.

##### ***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.

##### ***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, once hired, to help serve rural parts of California through such efforts as: holding the WOSH Specialist course and Training-of-Trainers course in Fresno (Fresno State University); reaching and serving the agricultural industry and farm workers in California, conducting a heat stress education campaign with broad partnership support, 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.

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. In San Diego, LOSH has worked 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 will continue to be promoted and distributed throughout the state. In 2007, these materials were adapted for small businesses in the janitor and building services industry. LOHP will work with Preferred Employers, a workers' compensation insurer that specializes in serving small businesses, as well as with other relevant employer associations, to adapt materials and implement the program in 2008.

In addition, generic small business health and safety resources developed in 2007 will be printed and distributed through partner associations identified by CHSWC and the WOSHTEP Advisory Board. Insurance industry Loss Control Specialists will be taught to deliver short training sessions on these materials for their policyholders to expand their resources and the reach of the Small Business Resources program.

### ***Young Worker Leadership Academies***

Two Academies will be held in 2008 in Northern and 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 2008 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 carve-out health and safety materials will continue to be conducted by LOHP and LOSH.

### ***Resource Centers***

Resource Centers in Northern and Southern California will continue to house and act as distribution systems of occupational health and safety 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 trained 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 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 maintained to track all participants in the program and provide information to support the evaluation process.

### ***National Outreach***

CHSWC, LOHP 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**

### **2007 WOSH Specialist Trainings, Awareness Sessions and Presentations, and Refresher Trainings**

#### **2007 WOSH Specialist Trainings**

- A WOSH Specialist course for the California Department of Corrections and Rehabilitation (CDCR) for joint labor-management health and safety committee members of Sierra State Prison in Jamestown, CA. The course was taught by three CDCR Network trainers from Northern and Southern California on January 16, 17 and 18, 2007. In English for 11 graduates.
- A WOSH Specialist course held primarily for representatives of the joint labor-management committee at the local packing and shipping center of McKesson pharmaceutical distributors on January 17, 18 and 19, 2007. The course was taught by LOSH trainers. Specific goals included strengthening the health and safety committee and laying a foundation for some changes in the ergonomic design of the warehouse where there is a lot of lifting, stooping, and overhead movement. A follow-up site meeting was held on February 16, 2007. In English for 23 graduates.
- A WOSH Specialist course held on January 22, 24, 26 and 29, 2007, as part of the Esperanza Community Housing Corporation's intensive six-month Health Promoters program. The course was taught by a LOSH trainer and four community health workers. One graduate subsequently interned at LOSH, conducting community outreach and Awareness sessions, as well as later completing the WOSH Specialist Training-of-Trainers course. In Spanish for 16 graduates.
- A semester-long WOSH Specialist course taught for construction trade apprentices at Cypress Mandela Center in Oakland, CA. The course was taught by an LOHP consultant/trainer and a WOSHTEP team member from January 17 through April 18, 2007. In English for 18 graduates.
- An open enrollment WOSH Specialist course taught by an LOHP trainer and a network trainer. The course was held on January 30, 31 and February 1, 2007, in Sacramento, CA, at SCIF headquarters. Two Specialists from the class later attended a WOSH Specialist Training-of-Trainers course to become network trainers. In English for 30 graduates.
- An open enrollment WOSH Specialist course held in Fresno, CA, at Fresno State University, in partnership with the industrial hygiene program at Fresno

State, on February 21, 22 and 23, 2007. The course was taught by two LOHP trainers. In English for 23 graduates.

- A WOSH Specialist course held for members of the Laborers Union in Hayward, CA, on February 26, 27 and 28, 2007. Locals 304, 1130, 166, 270, 185, 389, and 261 were represented. The class was conducted by two LOHP trainers. Two Specialists from the class later attended the WOSH Specialist Training-of-Trainers course to become network trainers; one of the two new trainers will be training in Spanish. In English for 16 graduates.
- A WOSH Specialist course co-taught through San Diego City College by LOSH trainer and a network trainer in San Diego. The course was held on March 3, 10 and 17, 2007. In English for 6 graduates.
- A WOSH Specialist course held for employees of the City of Sacramento and the City of Fairfield at the City of Sacramento training site on March 5, 6 and 7, 2007. The course was taught by two LOHP trainers and a network trainer. Three Specialists from the class later attended the WOSH Specialist Training-of-Trainers course to become network trainers. In English for 30 graduates.
- A WOSH Specialist Course for the CDCR conducted in Chowchilla, CA, on April 3, 4 and 5, 2007. The course was taught by four network trainers from CDCR and an LOHP trainer. Two Specialists later attended the WOSH Specialist Training-of-Trainers course to become network trainers for CDCR. In English for 30 graduates.
- A WOSH Specialist open enrollment course taught by three LOSH trainers and a network trainer at UNITE HERE! Local 11 in Los Angeles on April 17, 18, and 19, 2007. Participants included union representatives from SEIU 721 (County); UPTC; AFSCME; utility workers; State Building Trades; and others. In English for 13 graduates.
- A WOSH Specialist open enrollment course taught by three LOSH trainers and a network trainer at UNITE HERE! Local 11, in Los Angeles, on April 17, 18, and 19, 2007. Participants included workers from Phoenix House, McKesson, Tarzana Treatment Center, Disneyland, and unions representing Los Angeles County and Orange County workers. In English for 19 graduates.
- A WOSH Specialist course for the CDCR taught by two CDCR network trainers and two LOSH trainers at the California Rehabilitation Center (CRC) in Norco, CA, for four facilities: the California Rehabilitation Center (CRC); California Institution for Women; California Institution for Men (CIM) in Chino; and the Herman G. Stark Youth Correctional Facility (HGS) in Chino. The course was taught on May 21, 22 and 23, 2007. In English for 30 graduates.

- A WOSH Specialist open enrollment course co-sponsored by LOSH and the San Diego Labor Council taught by two LOSH trainers and one network trainer on June 16, 23 and 30, 2007. In English for 15 graduates.
- A WOSH Specialist course for the CDCR taught by four CDCR network trainers at the CRC in Lone, CA, for Mule Creek State Prison health and safety committee members. The course was taught on June 26, 27 and 28, 2007. In English for 21 graduates.
- A WOSH Specialist open enrollment course coordinated by a WOSH trainer at the Center for Employment Training in San Diego for workers from diverse industries, including landscaping, maintenance, production, hotels, restaurants, and aerospace. Two LOSH trainers and three network trainers taught the course on July 10, 11, 17, 18 and 24, 2007. In Spanish for 31 graduates.
- A WOSH Specialist course for the CDCR taught by four CDCR network trainers at the CRC in, Wasco, CA, for Wasco State Prison. The course was held on August 28, 29 and 30, 2007. In English for 18 graduates.
- A WOSH Specialist Training-of-Trainers course held at the UCLA Downtown Labor Center in Los Angeles, CA, on September 17, 18, 19 and 20, 2007. Participants included WOSH Specialists from Phoenix House, UCLA Institute for the Environment, Southern California Gas Company, and the State Building and Construction Trades Council. In English for 8 graduates.
- A WOSH Specialist course for the CDCR held at the CRC in Soledad, CA, for Salinas Valley State Prison on September 25, 26 and 27, 2007. The course was taught by four CDCR trainers. In English for 24 graduates.
- A WOSH Specialist course taught for City of Sacramento employees by three new City of Sacramento network trainers and one LOHP trainer. The course was held on September 25, 26 and 27, 2007. In English for 19 graduates.
- A WOSH Specialist open enrollment course conducted at the San Mateo Central Labor Council headquarters in Foster City, CA, on September 29, October 6 and October 13, 2007. The course was taught by two network trainers and an LOHP trainer. In English for 20 graduates.
- A WOSH Specialist open enrollment course conducted at Laney Community College in Oakland, CA, on October 6, 13 and 20, 2007. The course was taught by three network trainers and an LOHP trainer. In English.
- A WOSH Specialist course conducted for the CDCR at the CRC in Calipatria for staff from Calipatria and Centinela prisons on October 16, 17 and 18,

2007. The course was taught by two CDCR Network trainers and one LOSH staff. In English for 22 graduates.

- A WOSH Specialist open enrollment course held at the UCLA Downtown Labor Center in Los Angeles, CA, on October 23, 24, and 25, 2007. Participants included workers from Phoenix House, IDEPSCA, Mr. Clean Maintenance, Los Angeles City College, Soll-Bond, Chem-Mex, some personal staffing agencies, the courts, and unions representing postal workers, communication workers, and transit workers. The course was taught by two LOSH trainers and three network trainers. In English for 23 graduates.
- A semester-long WOSH Specialist open enrollment course conducted at San Francisco State College in San Francisco, CA, during the fall 2007 semester. The course was taught by an LOHP WOSHTEP consultant trainer and a WOSHTEP team member. In English.
- A semester-long WOSH Specialist course conducted for construction trade apprentices during the fall of 2007 at Cypress Mandela Center in Oakland, CA. The course was taught by a former LOHP employee/ WOSHTEP team member. In English.
- A WOSH Specialist open enrollment course held in Sacramento, CA, on October 25, 26 and 27, 2007. The course was taught by two LOHP trainers. In English for 19 graduates.
- A WOSH Specialist open enrollment course was held at the International Union of Operating Engineers facility in Los Angeles, CA, on November 10, 17 and December 8, 2007. Participants represented day laborers working in various high-risk construction jobs, household workers and janitors from various organizations throughout Southern California such as SEIU 1877, SAGE, Esperanza Housing, Inc., and United Day Laborers of Baldwin Park. The course was taught by two LOSH trainers and three network trainers. In Spanish for 13 graduates.
- A WOSH Specialist course for the CDCR taught by two CDCR network trainers and an LOHP trainer at the CRC headquarters in Sacramento, CA. The course was held on November 13, 14 and 15, 2007. In English.
- A WOSH Specialist open enrollment course coordinated by a WOSH network trainer from Phoenix House Descanso facility in San Diego. The course was started on December 14, 2007, and the other two days will be in January and February 2008.
- A WOSH Specialist course taught for the State of California Prison Industries Authority for their health and safety committee members from around the

## **2007 Awareness Sessions and Presentations**

- A four-hour Awareness session conducted in San Francisco, CA, for members of the Theater and Wardrobe Union on January 5, 2007. Materials from the WOSH Specialist curriculum that were used came from such modules as: Controlling Hazards; Health and Safety Rights and Responsibilities; Ergonomics; and Health and Safety Committees.
- A one and one-half hour presentation conducted by a LOSH staff member and a WOSH network trainer at Pitzer College in Claremont, CA, on January 27, 2007, for college students, young parents, community workers, a private industry human resources manager, and a retiree. The presentation focused on health and safety, including a summary of WOSHTEP. Each of the modules was a break-out workshop at the day-long Latina/Latino Roundtable Issues Conference, "Empowering Voices: Mobilizing Our Community for Action." In English for 10 participants.
- An Awareness session conducted by LOSH and two network trainers from IDEPSCA for Latino day laborers and female household workers on January 27, 2007. The session focused on hazard awareness, including hazard mapping, a discussion of legal issues surrounding workplace injuries and illness, and a discussion of possible solutions. In Spanish for 27 participants.
- A one and one-half hour Awareness session conducted by an LOHP WOSHTEP staff member using the WOSH Specialist Ergonomics Module for the Women's Domestic Cleaning Services Collective as part of their "Natural Home Cleaning" Workers workshop. The session was conducted in Oakland, CA, on February 1, 2007. In English for 18 participants.
- A presentation made by a LOSH staff member and a network trainer to the 5<sup>th</sup> Annual CAFÉ Conference which brought together scholars, students, teachers, activists, and community members to debate key issues in engaging youth and adults from different cultural backgrounds in worker safety and health education and workers' rights activism. The presentation focused on the WOSHTEP body-mapping activity.
- A 30-minute presentation made on February 12, 2007, by LOHP WOSHTEP staff for the San Mateo Central Labor Council in San Mateo, CA. The presentation focused on WOSHTEP with the aim of encouraging members to plan to attend a WOSH Specialist training. This presentation led to a WOSH Specialist course in October 2007. In English for 40 participants.

- A three-hour Awareness session conducted by LOSH to union representatives enrolled in a Los Angeles Trade Tech Labor Studies class in San Pedro, CA, on February 14, 2007. WOSH Specialist worksheets, including the hazard mapping activity, were used. In English for 12 participants.
- Two Awareness sessions of two and one-half hours each conducted by for the IHSS of Alameda County on February 17, 2007, in Oakland, CA. Both classes focused on biological hazards and ergonomics. In Spanish for 18 participants and in Chinese by LOHP's WOSH Specialist course translator for 21 participants, for a total of 39 participants.
- An eight-hour Awareness session conducted by an LOHP trainer on March 2, 9, 16 and 23, 2007, in collaboration with Chinese Charity Services. The following modules from the WOSH Specialist curriculum were taught: Controlling Hazard, OSHA and Health and Safety Rights and Responsibilities. In English with Chinese translation for 19 participants.
- An eight-hour Awareness session provided on March 2, 9, 16 and 23, 2007, in San Francisco, CA, at the San Francisco Build Pre-Apprentice Program by an LOHP trainer. A diverse group of participants learned about controlling hazards, OSHA, and health and safety rights and responsibilities. In English for 32 participants.
- A one and one-half hour Awareness session conducted by LOHP WOSHTEP staff in San Francisco, CA, on March 6, 2007, for Mujeres Unidas y Activas - Latina Women's Collective. The session was on Ergonomics, using the WOSH Specialist materials. In Spanish for 22 participants.
- Monthly brief presentations in Spanish, which began in August 2006 and held through March 2007 at the Mexican Consulate for immigrants and through the Ventanilla de Salud community health education project, which is coordinated by Neighborhood Legal Services. Topics focused on heat stress and The Right to Know. Evaluations were completed by 523 participants. A network trainer also participated in a series of Health Fairs with the Consulate for Bi-national Health Week on October 6, 15, 16 and 27, 2007. In Spanish for at least 523 participants.
- A two-hour Awareness session conducted in Graton, CA, at the Graton Day Labor Center on April 12, 2007. The session was taught by an LOHP WOSHTEP trainer. The topics included hazard identification, controlling hazards, and roles of health and safety committees. In English for 14 participants.
- In honor of Workers' Memorial Day, celebrated on April 28<sup>th</sup> each year, eight network trainers and a WOSH Specialist participated in an educational event commemorating workers who were injured or who died on the job. In addition,

several youth who participated in one of the Young Worker Leadership Academies helped to create banners for the event.

- A one and one-half hour Awareness session was held by LOSH staff for participants in Women in Non-traditional Employment Roles (WINTER) and others attending the women building trades conference at the LA Convention Center on May 20, 2007. Body mapping for hazard identification, discussion about controlling hazards with possible solutions using the pyramid model, and a discussion on Cal/OSHA were the WOSHTEP activities presented. In English for 6 participants.
- A four-hour Awareness session conducted on June 5, 2007, for SEIU Local 87 janitors union. The topics included identifying hazards and workers' compensation rights. In English for 16 participants.
- On June 5, 2007, a LOSH staff member was a presenter at a six-hour seminar "Safety Communication." Organized by a SCIF WOSH network trainer. The seminar focused on a motivational safety team approach. LOSH also had an information table to promote WOSHTEP to more than 100 participants.
- A second two-hour Awareness session held at the Graton Day Labor Center on June 14, 2007, by an LOHP WOSHTEP trainer. The session utilized the WOSH Specialist Ergonomics module. In English for 16 participants.
- An Awareness session piloting the body mapping activity from the new Awareness Module and including a brief overview of the new Heat Stress Standard was held for day laborers and household workers attending the 2007 Day Laborers Latina/o Health Fair in Cypress Park, CA. Co-sponsored by LOSH and IDEPSCA on June 16, 2007, the event also had a resource table with WOSHTEP information set up for seven hours. In Spanish for 8 participants.
- A two-hour awareness session held on July 2, 2007, as part of the Union Summer Internship Program, in Berkeley, CA. The session was conducted by an LOHP trainer. The topics included hazard identification and hazard mapping. In English for 21 participants.
- A six-hour Awareness session conducted for pre-apprentice carpenters as part of the San Francisco Build Pre-Apprentice Carpenter Program at San Francisco City College by an LOHP trainer. The WOSHTEP Specialist modules taught included Hazard Identification, Controlling Hazards, and OSHA Rights and Responsibilities. The training took place on July 6, 13 and 27, 2007. In English for 49 participants.

- A three-hour Awareness session for immigrant youth and young adults who work as day laborers held in collaboration with Jovenes, Inc., on July 27, 2007. Sections of the new Awareness Module were piloted including an initial brainstorming discussion correlating general health and work, a body mapping activity, and a hazard mapping activity. In Spanish for 10 participants.
- A three-hour Awareness session focusing on the WOSH Specialist Supplemental Module on adult learning was taught by an LOHP trainer in July 2007 as part of the Summer Institute for Union Women in Berkeley, CA. The WOSHTEP brochure was also distributed and the WOSH Specialist course was promoted. In English for 27 participants.
- During August 2007, one WOSH Specialist, four network trainers, and two LOSH staff members co-facilitated eight 60-90 minute Awareness sessions in partnership with IDEPSCA. The sessions focused on heat stress prevention for day laborers in Los Angeles County. Participants became aware of heat stress risks and symptoms and learned about individual actions and state regulations regarding heat stress prevention. Sessions were conducted at the six community job centers and two street corners where the sessions were held. In Spanish for 228 participants.
- A one-hour Awareness session focusing on WOSHTEP and promoting the WOSH Specialist course held on September 12, 2007, at a meeting of the Loss Control Committee of the Municipal Powers Authority of Northern California. The presentation was made by an LOHP WOSHTEP staff person to loss control staff from cities in Contra Costa County. In English to 20 participants.
- A three and one-half hour Awareness session facilitated by one LOSH staff member and a network trainer held for participants in the current Esperanza Health Promoter course on September 24, 2007. Activities included an initial brainstorming discussion correlating general health and work, a body mapping activity, a hazard mapping activity, a case study, and an introduction to Cal/OSHA. In Spanish for 21 participants.
- A three-hour Awareness session, facilitated by LOSH staff, held for staff of the Esperanza Community Housing Corporation on September 24, 2007. This session was requested by the organization's director to address recent staff injuries. WOSHTEP activities used in the session included elements of an IIPP and workers' compensation program, underlying causes of injuries and illnesses, and hazard control. In English and Spanish for 20 participants.
- A one-hour Awareness session for a Union Community Activist Network (UCAN), a partnership of LA Trade Tech and the Los Angeles County Federation of Labor in Los Angeles, CA, held on October 11, 2007. The

session focused on the Underlying Causes section of WOSH Specialist course Module 1. Three of the participants later completed the WOSH Specialist open enrollment 24-hour course in October. In English for 26 participants.

- A 15-minute presentation on WOSHTEP and the LOHP WOSH Resource Center conducted for the Alameda Central Labor Council in Oakland, CA, on October 16, 2007. The presentation was made by an LOHP WOSHTEP staff person. In English for 30 participants.
- A 40-minute presentation on WOSHTEP conducted by LOSH staff on the last training day at the UCLA Labor Center Colegio (Leadership School) held on October 26, 27 and 28, 2007. Participants included teamsters, day laborers hotel housekeepers (UNITE HERE!), janitors (SEIU 1877), and representatives from community-based organizations. The presentation covered back injury and heat stress prevention and offered information on workers' rights and responsibilities, as well as health and safety community resources. Four participants later attended the November Spanish open enrollment WOSH Specialist course. In Spanish for 33 participants.
- A one and one-half hour Awareness session held on November 13, 2007, by two LOSH staff members in Lake View Terrace, CA, for participants representing Southern California Phoenix House facilities from Corcoran to Orange County to San Diego. The session allowed managers to become familiar with WOSHTEP activities and the different components of the program, emphasizing the 24-hour WOSH Specialist course and the Young Worker Leadership Academy. During the session, WOSHTEP teaching principles were demonstrated, and examples of body mapping as a method for hazard identification, the pyramid of controls, and case studies to recognize effective solutions were presented. In English for 20 managers.
- A one-hour presentation, "Extending WOSHTEP to the Central Valley," conducted on December 3, 2007, for the Western Center on Agricultural Health and Safety at UC Davis as part of their monthly seminar series.

## **2007 Refresher Trainings**

- A six-hour Refresher training co-taught by LOSH staff and a new WOSH Specialist from the Employee Rights Center in San Diego along with representatives from Cal/OSHA on April 14, 2007. The Refresher focused on action planning. Outreach for the Refresher was conducted to all Spanish-speaking Specialists through flyers, emails and phone calls. Specialists were encouraged to bring an interested co-worker who might want to participate in a future WOSH Specialist training. Also, the event included community organizations such as Neighborhood Legal Services which provided

information on services and resources available to WOSH Specialists. In Spanish for 30 participants.

- A WOSH Specialist Refresher training held by LOHP on May 23, 2007. A total of 15 Specialists, including three network trainers, attended. An update on changes to the California workers' compensation system was provided. In addition, there was discussion about workplace violence, and a new WOSH Specialist course Supplemental Module, Workplace Violence Prevention, was piloted. Participants also had the opportunity to discuss progress made on their Action Plans and to share strategies for success.
- A four-hour and one-half hour bilingual Refresher training, including a resource fair with representatives from Cal/OSHA, GEK Law, and the Southern California Coalition on Occupational Safety and Health (SoCalCOSH) held for WOSH Specialists in Los Angeles at the UNITE HERE! Local 22 Building on June 9, 2007. Participants discussed actions taken in their workplaces, which included exercises and silent role plays. Two workshops provided updated information on workers' compensation and the Cal/OSHA Heat Stress Standard. In English and Spanish for 19 English-speaking and 14 Spanish-speaking participants, for a total of 33 participants.
- A four and one-half hour bilingual Refresher training including a resource table with literature on community resources related to workplace health and safety held for WOSH Specialists in San Diego at the Center for Employment Training on August 25, 2007. Participants discussed actions taken in their workshops, using exercises and silent role plays. Two simultaneous workshops in English and Spanish provided updated information on workers' compensation and the Cal/OSHA Heat Stress Standard. At the heat stress workshop led by a Cal/OSHA Inspector who is a WOSH Trainer, recommendations on the importance of identifying symptoms and taking appropriate emergency measures was stressed. In English and Spanish for 7 English-speaking participants and 18 Spanish-speaking participants, for a total of 25 participants.
- A three-hour bilingual Refresher training for WOSH Trainers held on December 6, 2007, at the UCLA Downtown Labor Center in Los Angeles. The Refresher training included dinner, networking, and a workshop on "How to Expect/Respond to the Unexpected When Training."