



Cal/OSHA's First-Aid Standards for Construction and General Industry

Title 8 CCR §§1512 and 3400

**What employers need to know
about the updated requirements
approved by the Occupational
Safety and Health Standards
Board.**

October 2026

Disclaimer

This presentation is provided for informational and educational purposes only. It is intended to provide general information about California's first-aid requirements for construction and general industry.

This presentation does NOT establish compliance with applicable California Code of Regulations, Title 8, section [1512](#) or [3400](#), or any other federal, state, or local laws or regulations.

Workplace conditions and hazards vary. Employers must evaluate their own workplaces and determine how the requirements apply to their specific operations.

Nothing in this presentation creates new legal obligations, expands or limits existing regulatory requirements, or constitutes legal advice. In the event of any conflict between this presentation and applicable Title 8 or other regulations, the regulatory requirements always prevail.

Consult the applicable Title 8 regulations when determining how to comply with California's first-aid and emergency medical services requirements.



In most cases, first aid is used to treat minor injuries.

In some emergencies, prompt first aid can make an important difference, including cases involving:

- **Serious bleeding**
- **Respiratory or cardiac arrest**
- **Electric shock following an injury**

Overview

California approved updating two Title 8 regulations that address emergency medical services and first aid:

- [Section 1512](#): Construction Safety Orders
- [Section 3400](#): General Industry Safety Orders

Both sections are to be titled: **Emergency Medical Services and First Aid.**

The rules were adopted by the Occupational Safety and Health Standards Board in September 2026. Pending approval by the Office of Administrative Law and filing with the Secretary of State, the new regulations are anticipated to take effect January 1, 2027.

Scope

Sections [1512](#) and [3400](#) apply to employers unless another Title 8 vertical standard contains specific first-aid requirements.

The following vertical standards include their own first-aid requirements:

- Agricultural Operations ([section 3439](#))
- Logging and Sawmill Safety Orders ([section 6251](#))
- Marine Terminals ([section 3464](#))
- Mine Safety Orders ([section 6969](#))

Purpose

- Help ensure employees can receive first aid promptly.
- Help protect employees who provide first aid.
- Establish clearer requirements for first-aid kit contents.
- Help employers determine how many first-aid kits are needed.
- Address specialized first-aid supplies for unique workplace hazards.



Four Things Employers Need to Know

1. First-Aid Kit Contents

Use the required minimum supplies or have the contents determined by an employer-authorized PLHCP

2. Number of First-Aid Kits

Provide enough kits based on employee locations and workplace hazards.

3. Kit Locations

Tell employees where kits are located and, to the extent practicable, clearly identify them.

4. Specialized Supplies

Provide additional first-aid supplies when unique, reasonably anticipated, potentially serious hazards are in the workplace.

First-Aid Kit Contents

Employers must provide first-aid kits with the required types and quantities of supplies.

Employers may meet this requirement by:

- **Option 1:** Provide the minimum supplies and quantities listed in Table 1.
- **Option 2:** Have the contents determined by an employer-authorized physician or other licensed health care professional (PLHCP).

Table 1

Note:
The Table 1 list in 1512 and 3400 is identical to the ANSI/ISEA Z308.1 (2021) list.

First-Aid Supply (Minimum Size or Volume)	Minimum Quantity
Adhesive bandage, 1 x 3 in. (2.5 x 7.5 cm)	16
Adhesive tape, 2.5 yd (2.3 m) total	1
Antibiotic application, 1/57 oz (0.5 g)	10
Antiseptic, 1/57 oz (0.5 g)	10
Breathing barrier*	1
Burn dressing (gel soaked), 4 x 4 in. (10 x 10 cm)	1
Burn treatment, 1/32 oz (0.9 g)	10
Cold pack**, 4 x 5 in. (10 x 12.5 cm)	1
Eye covering w/means of attachment, 2.9 sq. in. (19 sq. cm)	2
Eye/skin wash, 1 fluid oz (29.6 ml) total	1
First-aid guide***	1
Foil blanket, 52 x 84 in. (132 x 213 cm)	1
Hand sanitizer, 1/32 oz (0.9 g)	10
Medical exam gloves	2 pair
Roller bandage, 2 in. x 4 yd (5 cm x 3.66 m)	1
Scissors****	1
Sterile pad, 3 x 3 in. (7.5 x 7.5 cm)	2
Trauma pad, 5 x 9 in. (12.7 x 22.9 cm)	2
Triangular bandage, 40 x 40 x 56 in. (101 x 101 x 142 cm)	1

Important Table 1 Requirements

Breathing barrier (*):

- Must be a single-use disposable medical device listed by the U.S. FDA for the purpose of delivering ventilations to a non-breathing person.
- Must provide protection from direct contact with bodily fluids.

Cold pack ():**

- A chemical cold pack that activates under normal hand pressure within 10 seconds is required, rather than a cold pack that must be refrigerated.
- Must meet the temperature, activation, duration, and leak-resistance requirements specified in the regulation.

First-aid guide (*):**

- Must cover the topics identified in Appendix A or be developed by the employer-authorized PLHCP.
- If developed by the PLHCP, it must be in a language understood by employees.
- Employers are not required to train employees on the contents of the first-aid guide.

Scissors (**):**

- Must be autoclavable, at least 3.5 in. long (8.9 cm), capable of cutting through clothing, feature a blunt end to protect against accidental injury, and be of medical-professional quality.

Routine and Emergency Uses of Required New First-Aid Supplies

In most cases, first-aid supplies will be used to treat minor injuries.

In some cases, newly required supplies could make an important difference in the outcome of an injured person.

For example:

- **Breathing barrier** improves effectiveness of rescue breathing, CPR.
- **Medical scissors** allow quick access to a serious injury.
- **Trauma dressing** with roller bandage to staunch severe bleeding.
- **Foil blanket** to forestall hemorrhagic and other forms of shock.

Protecting Employees Who Provide First Aid

Newly required supplies will improve the safety of employees who render first-aid treatment:

- Breathing barrier for rescue breathing and CPR
- Medical exam gloves
- Hand sanitizer

Provide Enough First-Aid Kits

Employers must evaluate the need for first-aid kits based on:

- Where employees are working.
- The types of occupational hazards present.
- The severity of those hazards.

Employers must provide a sufficient number of kits, and the kits must be readily available for employees.



Make First-Aid Kits Easy to Find

Employers must communicate the location of each first-aid kit to employees.

To the extent practicable, kit locations must also be clearly indicated using:

- Signs
- Labels
- Other means that provide reasonable visibility



Provide Specialized Supplies When Needed

Employers must provide additional specialized first-aid items when a hazard assessment or employer-authorized PLHCP identifies a hazard that is:

- Unique,
- Reasonably anticipated, and
- Potentially serious.

The specialized supplies must be suitable for the identified hazard.

Including chemical injury first-aid materials in first-aid kits triggers emergency training requirements under [section 5194](#).



Decision process under the updated requirements of sections 1512 and 3400.

Assess location(s) of employees, types and severity of hazards at job or worksite; ensure a kit is readily available to employees.

How many first-aid kits are needed?

Stock kits per
Table 1

Or

Stock kits per
PLHCP

- Purchase fully assembled ANSI (Table 1) first-aid kits, or
- Augment existing kits with new items required by Table 1, or
- Build new kits with first-aid items required by Table 1, or
- Consult with PLHCP on the content of first-aid kits.

Communicate kit location(s) to employees; use signage, labeling or other means to ensure reasonable visibility

Assess any unique, reasonably anticipated, and potentially serious workplace hazards.

Provide additional, specialized first-aid items suitable for those hazards

What Employers Should Remember

1. Provide the required first-aid supplies.
2. Provide enough first-aid kits for your workplace.
3. Make sure employees know where kits are located.
4. Provide additional supplies when workplace hazards require them.

For more information, visit the Cal/OSHA website: www.dir.ca.gov/dosh/



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