SAFETY AND HEALTH PROTECTION
State of California
Department of Industrial Relations

California law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSHA). This page explains some basic requirements and provides links to comply with the state’s workplace safety and health standards. The law requires that this poster be displayed. Failure to do so could result in a substantial penalty. Cal/OSHA standards can be found at www.dir.ca.gov/programs/search/query.htm.

WHAT AN EMPLOYER MUST DO:
All employers must provide work and workplaces that are safe and healthful. In other words, an employer, you must follow state laws governing job safety and health. Failure to do so can result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster in a conspicuous place where notices to employees are customarily posted so everyone on the job can be aware of basic rights and responsibilities.

You have a written and effective Injury and Illness Prevention Program (IIPP) meeting the requirements of California Labor Code section 6300 (www.dir.ca.gov/ 6300/203.htm) and provide access to employees and their designated representatives. You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.

You must correct any hazardous condition that you know may result in injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration. You must notify a local Cal/OSHA district office of any serious injury or illness, or death, occurring on the job. Be sure to do this immediately after calling for emergency help to assure timely notification of employee injury or illness, or death, within 8 hours can result in a minimum civil penalty of $5,000.

WHAT AN EMPLOYER MUST NEVER DO:

Never permit an employee to do work that violates Cal/OSHA workplace safety and health regulations.

Never permit an employee to be exposed to hazardous substances without providing adequate protection.

Never allow an untrained employee to perform hazardous work.

EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:

As an employee, you (or someone acting for you) have the right to file a confidential complaint and request an inspection of your workplace if you believe conditions there are unsafe or unhealthful. This is done by contacting the local Cal/OSHA district office (see below). Your name is not revealed by Cal/OSHA, unless you request otherwise.

You also have the right to bring unsafe or unhealthful conditions to the attention of the Cal/OSHA investigator inspecting your workplace.

You and your designated representative have the right to access the employer's IIPP. Any employer has the right to refuse to perform work that would violate an occupational safety or health standard or order where such violation would create a real and apparent hazard to the employee or other employees.

You have the right to file a complaint with Cal/OSHA about unsafe or unhealthful working conditions, or for otherwise exercising their rights to a safe and healthful workplace. If you feel that you have been fired or punished for exercising your rights, you may file a complaint about this type of discrimination by contacting the nearest office of the California Department of Industrial Relations, Division of Labor Standards Enforcement (Labor Commissioner’s Office) or the San Francisco office of the U.S. Department of Labor, Occupational Safety and Health Administration.

(Employees of state or local government agencies may only file these complaints with the Cal/OSHA office in the Sacramento Commissioner’s Office.) Consult your local telephone directory for the office nearest you.

EMPLOYERS ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your coworkers safe, you should tell your employer about any hazard that could result in an injury or illness to an employee. While working, you must always observe workplace safety and health laws.

HELP IS AVAILABLE:

To learn more about workplace safety rules, you may contact Cal/OSHA Consultation Services for free information, required forms, and publications. You can also contact a local district office of Cal/OSHA. If you prefer, you may retain a competent private consultant, or ask your workers’ compensation insurance carrier for guidance in obtaining information.

Call the Free Worker Information Helpline – (833) 579-0927

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (Cal/OSHA)
HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 – Telephone (510) 286-7000

District Offices

American Canyon 3419 Broadway St., Ste. H, American Canyon 94503 (707) 649-3700
Bakercal 7718 Meany Ave., Baker, 99314 3230 (661) 573-8600
Foster City 1065 East Hillsdale Blvd., Ste. 110, Foster City 94404 (650) 573-3812
Fremont 39141 Civic Center Dr., Ste. 310, Fremont 94538 (510) 794-2521
Fresno 455 Golden Gate Ave., Rm 400, Fresno 93721 (559) 445-6800
Long Beach 1500 Hughes Way, Suite C-201, Long Beach 90817 (424) 450-2600
Los Angeles 320 West Fourth St., Rm. 820, Los Angeles 90013 (213) 576-7451
Modesto 4206 Dr. Seeger Dr., Modesto 95356 (209) 543-7426
Monrovia 1515 Clay St., Ste. 1303, Monrovia 91016 (626) 229-0109
Oakland 1515 Clay St., Box 41, Oakland 94612 (510) 622-2916
Redding 381 Hemstrek Dr., Redding 96002 (530) 224-4773
San Bruno 2904 S. Mary Ave., Ste. 500, San Bruno 94066 (650) 289-3016
San Bernardino 464 West Fourth St., Ste. 330, San Bernardino 92401 (909) 383-4231
San Diego 7575 Metropolitan Dr., Ste. 207, San Diego 92108 (818) 767-2280
San Francisco 455 Golden Gate Ave., Rm 9516, San Francisco 94122 (415) 557-0700
San Jose 2 A MacArthur Place, Ste. 720, San Jose 95127 (714) 558-4451
Van Nuys 6150 Van Nuys Blvd., Ste. 405, Van Nuys 91401 (818) 901-5403

Regional Offices

San Francisco 455 Golden Gate Ave., Rm 9516, San Francisco 94122 (415) 557-0700
San Jose 2 A MacArthur Place, Ste. 720, San Jose 95127 (714) 558-4450
Monrovia 800 Royal Oaks Dr., Ste. 105, Monrovia 91016 (626) 471-9122

Cal/OSHA Consultation Services

Field / Area Offices

• Fresno / Central Valley
  - Fresno 29372 (559) 445-6800
  • Mariposa Mall, Rm. 2005
  - Mariposa 95337
  • 2550 Mariposa Mall, Rm. 2005

• Sacramento / Northern California
  - Sacramento 95825 (916) 263-0704

• San Bernardino
  - San Bernardino 92401 (909) 383-4567

• Imperial / San Diego
  - Imperial County
  - Imperial County
  - San Diego 92108 (619) 767-2060
  • Imperial / San Diego
  - Imperial County
  - Imperial County
  - San Diego 92108 (619) 767-2060

• San Fernando Valley
  - San Fernando Valley
  - San Fernando Valley
  - San Fernando Valley
  - Van Nuys 91401 (818) 901-5745

Consulation Region Office

• Fresno
  - Fresno 29372 (559) 445-6800
  • 2550 Mariposa Mall, Rm. 2005

SPECIAL RULES APPLY FOR WORK AROUND HAZARBUT SUBSTANCES:

Employers who use any substance that is listed as a hazardous substance in California Code of Regulations, title 8, section 339 (www.dir.ca.gov/title8/339.html), or covered by the Hazard Communication Standard (Labor Commissioner’s Office) must provide employees information on the hazardous chemicals in their work areas, access to safety data sheets, and training on hazardous chemicals safety.

Employers shall make available on a timely and reasonable basis a safety data sheet on each hazardous substance in the workplace upon request of an employee, an employee’s collective bargaining representative, or an employee’s physician.

Employees who have been assigned to perform the tasks specified in this section shall be provided records and records of exposure to potentially toxic materials or harmful physical agents.

Employers must allow access by employees or their representatives to accurate records of employees exposure to potentially toxic materials or harmful physical agents, and notify employees of any exposures in concentration or levels exceeding the exposure limits allowed by Cal/OSHA standards.

Any employee or their representative has the right to observe monitoring or measuring of employee exposure hazards to conduct to comply with Cal/OSHA regulations.

WHEN CAL/OSHA COMES TO THE WORKPLACE:

A trained Cal/OSHA safety engineer or industrial hygienist may visit the workplace to make sure your company is obeying safety and health laws.

Inspections are also conducted when an employee files a valid complaint with Cal/OSHA.

When an inspection begins, the Cal/OSHA investigator will check for identification. The employer, or someone the employer chooses, will be given an opportunity to accompany the investigator during the inspection. An authorized representative of the employees will be given the same opportunity. Where there is an authorized employee representative, the investigator will talk to a reasonable number of employees about safety and health conditions at the workplace.

VIOLATIONS, CITATIONS, AND PENALTIES:

If the investigation shows that the employer has violated a safety and health standard or order, Cal/OSHA may issue a citation. Each citation carries a monetary penalty and specifies a date by which the violation must be abated. A notice, which carries no monetary penalty, may be issued in lieu of or in addition to any citation. The law provides that employers may appeal citations within 15 working days of receipt to the Occupational Safety and Health Appeals Board.

An employer who receives a citation, or To Take Special Action, or Special Order must post it or a copy, including the enclosed multi-language employee notification, prominently at or near the place of the violation or unsafe condition for three working days, or until the unsafe condition is corrected, or until the violation is no longer, to warn employees of danger that may exist there. Any employee may protest the time allowed for correction of the violation to the Division of Occupational Safety and Health or the Occupational Safety and Health Appeals Board.

Enforcement of Cal/OSHA workplace safety and health standards is carried out by the Division of Occupational Safety and Health, under the California Department of Industrial Relations, which has primary responsibility for administering the Cal/OSHA program. Cal/OSHA and health standards are promulgated by the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan may do so by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that confirmed approval is maintained.

November 2023