SAFETY AND HEALTH PROTECTION ON THE JOB
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 presentation explains basic requirements and procedures to comply with the state’s workplace safety and health standards. Violations of the law require 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/safety.

WHAT AN EMPLOYER MUST DO:

All employers must provide work and workplaces that are safe and healthful. In other words, as an employer, you must follow state laws governing job safety and health. Failure to do so would 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 must have a written and effective injury and illness Prevention Program (IPP) meeting the requirements of California Code of Regulations, title 8, section 3200 (www.dir.ca.gov/title8/3200.html) 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 assist the injured employees. Failure to report a serious 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 harmful 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 IPP. Any employee 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 private complaint alleging a complaint about unsafe or unhealthful working conditions, or for otherwise exercising your rights to a 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 (OSHA).

(See above for Cal/OSHA office locations.) Employers (state or local government agencies may only file these complaints with the Cal/OSHA [Office of the Commissioner’s Office].) Consult your local telephone directory for the office nearest you.

EMPLOYEES 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 OSHA 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
Bakersfield 7718 Meany Ave., Bakersfield 93305 (661) 648-6400
Foster City 1065 East Hillsbl. Blvd., Ste. 110, Foster City 94404 (650) 573-3812
Fremont 39141 Civic Center Dr., Ste. 310, Fremont 94538 (510) 794-2521
Fresno 400 W. Clovis Ave., Rm. 1000, Fresno 93721 (559) 441-5022
Long Beach 1500 Hughes Way, Suite C-201, Long Beach 90801 (424) 450-2030
Los Angeles 320 West Fourth St., Rm. 820, Los Angeles 90013 (213) 576-7451
Modesto 4260 North Wilton Drive, Ste. 3, Modesto 95355 (209) 545-7395
Monrovia 2550 Mariposa Mall, Rm. 2005, Monrovia 91016 (626) 239-0919
Oakland 1515 Clay St., Ste. 1303, Box 41, Oakland 94612 (510) 622-2916
Redding 381 Hemsted Dr., Redding 96002 (530) 224-4743
San Bernardino 263 West Third St., Ste. 263, San Bernardino 92401 (909) 823-2560
San Bernardino 464 West Fourth St., Ste. 332, 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 94102 (415) 557-0700
San Francisco 2 MacArthur Place, Ste. 720, San Francisco 94107 (714) 558-4451
San Francisco 6150 Van Nuys Blvd., Ste. 405, San Francisco 94104 (415) 557-0300
San Francisco 1750 Howe Ave., Ste. 75, Sacramento 95820 (916) 263-2803
San Francisco 808 Royal Oaks Dr., Ste. 105, Monrovia 91016 (626) 471-9122

Cal OSHA Consultation Services

Field / Area Offices

•Fresno / Central Valley 2550 Mariposa Mall, Rm. 205 (559) 445-6800 Fresno 93721

•Los Angeles / San Diego / Orange County / Imperial County 5757 Metropolitan Dr., Ste. 204 (619) 767-2060 San Diego 92108

•Sacramento / Northern California 1750 Howe Ave., Ste. 490 (916) 263-7040 Sacramento 95820

•San Bernardino 464 West Fourth St., Ste. 339 (909) 383-4567 San Bernardino 92401

Regional Offices

Sacramento 455 Golden Gate Ave., Rm 9516, San Francisco 94102 (415) 557-0300
Sacramento 1750 Howe Ave., Ste. 440, Sacramento 95820 (916) 263-2803
San Antonio 2 MacArthur Place, Ste. 720, San Antonio 72077 (714) 558-4451

Consortium Region Office

•Fresno 2550 Mariposa Mall, Rm. 304, Fresno 93721

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 Health and Safety 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 continued approval is received.