

FACT SHEET FOR EMPLOYERS

California Department of Industrial Relations
Division of Occupational Safety & Health | JUNE 2026



What Employers Need to Know: 2026 Silica Safety Updates

What's Changed?

On January 1, 2026, Senate Bill 20 updated the California Labor Code. It adds sections to the Labor Code meant to reduce exposure to silica during artificial stone fabrication. A copy of the bill is available on the California Legislative Information [website](#).

Employer Responsibilities

The Labor Code changes additional responsibilities for employers, including the following:

- **Reporting:** Silicosis and lung cancer caused by silica are now included in the definition of a “serious injury or illness” in the Labor Code. Employers must now immediately report these illnesses to Cal/OSHA once they know, or should know, they are work-related.
- **No Dry Cutting:** Dry cutting and dry work are not allowed. Wet methods must be used for all high-exposure trigger tasks. Failure to comply may result in Cal/OSHA issuing a stop work order and citations.
- **Training:** Employers must ensure employees performing high-exposure trigger tasks in a fabrication shop receive training in accordance with California Code of Regulations, Title 8, section **5204**.
- **Submitting Training Attestations:** As of July 1, 2026, employers must submit an electronic written attestation to Cal/OSHA that each employee performing high-exposure trigger tasks has received the required training. Employers have to send these training attestations every year to Cal/OSHA. It is unlawful to submit a false training attestation. Attestations may be submitted through the [Cal/OSHA Silica Training Attestation Portal](#).



Protection Against Retaliation

It is illegal for an employer to threaten, fire, demote, or suspend an employee for reporting hazards to an employer, filing a complaint with Cal/OSHA, refusing to work under unsafe conditions, or participating in a Cal/OSHA investigation or appeal. If an employer retaliates against an employee, the employee has the right to file a complaint with the California Labor Commissioner. These protections apply regardless of an employee's immigration status.

Cal/OSHA Resources for Employers

This fact sheet only provides a brief overview of hazards and requirements. For additional information, visit the [Cal/OSHA website](#). Cal/OSHA offers a variety of resources including free consultation services and education materials on a wide range of topics. Some related resources are below:

- [When to Report Work-related Injuries and Illnesses](#)
- [Report a Work-Related Accident - Employers](#)
- [Cal/OSHA silica publications webpage](#)
- [Cal/OSHA Engineered Stone Countertop Fabrication Hazard Alert](#)
- [Cal/OSHA Respirable Crystalline Silica Standards and Resources webpage](#)

This document is available with active links at http://www.dir.ca.gov/dosh/dosh_publications

For assistance, employers can visit <http://www.dir.ca.gov/dosh/consultation.html> or contact Cal/OSHA Consultation Services at 1-800-963-9424 or InfoCons@dir.ca.gov.

© 2026 California Department of Industrial Relations

