

CalOSHA Requirements + NDWA Guidelines Chart

INPUTS for Voluntary Guidelines

Work in progress - developed by the Labor Occupational Health Program

Category/Hazard	Standard or Regulation	Cal/OSHA Requirements	National Domestic Workers Alliance Guidelines (abbreviated here; full versions submitted to Committee in May)
PLANNING FOR PREVENTION - BEFORE WORK BEGINS			
Provide a safe workplace	OSHA General Duty Clause	<ul style="list-style-type: none"> All employers provide a work environment "free from recognized hazards that are causing or are likely to cause death or serious physical harm." 	
Agreement on tasks and hours	N/A	N/A	
Identifying and evaluating hazards; controlling hazards, providing protections	Injury and Illness Prevention Program - IIPP T8 CCR 3203	<ul style="list-style-type: none"> Procedures for identifying and evaluating workplace hazards (including period inspections) Methods for correcting "controlling" hazards Have system for ensuring workers comply with safe work practices Investigate workplace injuries 	
Training for workers	IIPP T8 CCR 3203 Many hazard standards require specific training for that hazard	<ul style="list-style-type: none"> Provide training to workers and communication in a manner and language readily understandable 	Providing Health and Safety Training to domestic workers and ensure that assigned tasks meet safety needs <ul style="list-style-type: none"> Employer must maintain written certification of the training, including name(s) of workers trained, date of training and subject of training

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<p>Information about employer responsibilities</p>	<p>- Safety and Health Protection on the Job – T8 CCR 340</p>	<ul style="list-style-type: none"> Put up Cal/OSHA posters in visible location 	
<p>Workers reporting hazards/ suggestions</p>	<p>IIPP T8 CCR 3203</p> <p>Some hazard-specific standards mention involving workers</p>	<ul style="list-style-type: none"> Provide systems to encourage employees to inform the employer of hazards at the worksite without fear of reprisal. 	
<p>Protection from retaliation</p>	<p>California Labor Code section 6310</p>	<ul style="list-style-type: none"> Makes it illegal to retaliate against employees who complain, either verbally or in writing, either to their employer or to the government about unsafe working conditions or work practices 	

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BE PREPARED			
First aid	First Aid – T8 CCR 3400	<ul style="list-style-type: none"> Employers should provide adequate first-aid materials, readily available for employees on the job. 	
Emergency Preparedness	<ul style="list-style-type: none"> Emergency action plan [Section 3220] Maintenance and access to exits [Section 3225] Portable fire extinguisher [Section 6151] Article 157 of Group 26 Fire Detection Systems- Article 164 of Group 27 - Section §6183. 	<p>[Section 3220]</p> <ul style="list-style-type: none"> Have an emergency action plan: <ul style="list-style-type: none"> Procedures for evacuation How to account for employees How workers can report fires or other emergencies Train workers on plan <p>Section 3225</p> <ul style="list-style-type: none"> Have readily accessible exits, not obstructed <p>[Section 6151]</p> <ul style="list-style-type: none"> Provide portable fire extinguishers, readily accessible to employees, maintenance plan <p>Section §6183.</p>	

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		<ul style="list-style-type: none"> ● Provide and maintain fire detection systems (fire alarms) ● Spaced accordingly and protected from potential impact that might make it inoperable 	
<p>Sanitation / Access to bathroom and handwashing</p> <p>Orderly worksite</p>	<p>Article 9 of Group 2 (Sanitation - 8 C.C.R. s 3360 et seq.)</p>	<ul style="list-style-type: none"> ● Running water that warms up to wash hands ● Soap, paper towels to dry hands ● Use of toilets in good working condition, toilet paper supply ● If employee allowed to eat/drink on premises, must have trash can, compost (clean bags and emptied once each working day) ● In general and to the extent the nature of the work provides, the premise must be clean, orderly and sanitary condition and not give rise to harmful exposure 	<p>Employer</p> <ul style="list-style-type: none"> ● Ensure that areas where workers are asked to work are not cluttered and there is adequate space to perform duties, and no untable settings/items/furniture that create risk of falling ● Make sure no grease, rags, tripping hazard on floor or work spaces
<p>Provide Personal Protective Equipment (PPE)</p>	<p>PPE Assessment T8 CCR 3380</p>	<ul style="list-style-type: none"> ● Conduct a hazard assessment to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). 	<p>Employer</p> <ul style="list-style-type: none"> ● Address unsanitary conditions and ensure that domestic workers have proper PPE to handle issues that may arise ● Provide necessary PPE e.g. boots, gloves, face and head protection

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	<p>§3385. Foot Protection</p>	<ul style="list-style-type: none"> ● Select PPE that fits employees and communicate with them about why they should wear it ● Train employees on proper use <p>§3385.</p> <ul style="list-style-type: none"> ● Appropriate foot protection shall be required for employees who are exposed to foot injuries from electrical hazards, hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions, which may cause injuries or who are required to work in abnormally wet locations. 	<ul style="list-style-type: none"> ● Employer must train employee on how to use/when it is necessary to use PPE when necessary
-IF EXPOSED TO SPECIFIC HAZARDS-			
<p>Chemicals</p>	<p>Hazard Communication Program – T8 CCR 5194</p> <p><i>Scope:</i> Applies to any hazardous chemical which is known to be present in the workplace in such a manner that employees may be exposed under</p>	<p>Requires a written Hazard Communication Program, which includes:</p> <ul style="list-style-type: none"> ● Inventory (list) of all chemicals ● Labels, warning signs ● Safety data sheets (SDS) with detailed information on chemicals ● Employee training 	<p>Employer</p> <ul style="list-style-type: none"> ● Find less dangerous chemicals for cleaning – Check products for the EPA’s “Safer Choice” label ● Read the label of all products and keep these in original labeled containers ● Inform employees of caution labels on products, potential health risks, and precautionary steps ● Don’t require or instruct workers to mix cleaning products that contain bleach and Ammonia

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	<p>normal conditions of use or in a reasonably foreseeable emergency resulting from workplace operations.</p> <p>Eyewash Station – T8 CCR 5162</p>	<ul style="list-style-type: none"> Emergency Eyewash and Shower Equipment provided at work areas where employee eyes may come into contact with toxic /harmful substances 	<ul style="list-style-type: none"> Instruct workers (if possible) to use cleaners (cleans by removing dirty) over sanitizers or disinfectants Providing Health and Safety Training to domestic workers and ensure that assigned tasks meet safety needs Offer ways to provide adequate ventilation and identify a place to wash up after using chemicals. Instruct workers to report any health effects from working with chemicals to the employer. If the worker has developed symptoms of allergic dermatitis, work together to identify, eliminate or substitute Provide PPE: aprons, hand protection, protective eyewear, non-slip footwear (i.e. use disposable face masks and latex gloves (if not allergic to latex) to be protected when continuously using these products.
<p>Repetitive Motions/Bending/other Ergonomic hazards</p> <p>Lifting/handling</p>	<p>Repetitive Motion Injuries (T8 CCR 5110)</p> <p>Scope and application. Applies to a job, process, or operation where a repetitive motion injury (RMI) has occurred to more than one employee</p>	<p>CCR 5110 - general industry: if two workers are injured, then...</p> <p>Establish and maintain a program to reduce repetitive motion injuries:</p> <ul style="list-style-type: none"> Evaluate workplace Put “controls” in place Train workers 	<p>Employer</p> <p>Good ergonomic practices reduce stress on the body and help workers avoid aches and pains.</p> <ul style="list-style-type: none"> Ensure workers have access to help for lifting heavy objects or necessary supports. Permit workers to have breaks for resting, and allow them to have varied tasks to prevent overexertion.

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	<p>conducting identical activities</p> <p>T8 CCR 3345 Hotel Housekeeping Musculoskeletal Injury (MSI) Prevention Section is intended to control the risk of musculoskeletal injuries and disorders to housekeepers in hotels and other lodging establishments.</p> <p>T8 CCR 5120. Health Care Worker Back and Musculoskeletal Injury Prevention Applies to all general acute care hospitals.</p>	<p>CCR 3345 - hotels Develop prevention plans to reduce MSI's:</p> <ul style="list-style-type: none"> ● Worksite evaluations to assess hazards ● Address risk factors including: <ul style="list-style-type: none"> ○ (1) slips, trips and falls; ○ (2) prolonged or awkward static postures; ○ (3) extreme reaches and repetitive reaches above shoulder height, ○ (4) lifting or forceful whole body or hand exertions; ○ (5) torso bending, twisting, kneeling, and squatting; ○ (6) pushing and pulling; ○ (7) falling and striking objects; ○ (8) pressure points where a part of the body presses against an object or surface; ○ (9) excessive work-rate; and ○ (10) inadequate recovery time between housekeeping tasks. ● Involve workers and union ● Controls - requires "use of effective tools, equipment, devices, work practices, and 	<ul style="list-style-type: none"> ● Provide ergonomic tools (adjustable long-handled) and preventative guidelines on body positions ● Provide step ladders to reach high objects and train workers on safe use <p>LIFTING CONSUMERS:</p> <ul style="list-style-type: none"> ● Analyze whether lifting equipment is needed, train workers in their use (if patient is unable to move themselves and caregiver must lift patient) ● Determine if an ergonomic assistive device is necessary to reduce the difficulty and frequency of actions such as patient transfers. ● Provide ergonomic assistive devices + training on use (such as slide boards or gait belts) when needed. <p>Review tips with workers:</p> <ul style="list-style-type: none"> ● Make sure you vary your daily tasks. ● Make sure you take frequent pauses to rest your arms and feet ● Avoid reaching above shoulders, try working waist level ● For house cleaning, request long handled sponges or dusting devices. ● Do stretching exercises for your arms, forearms, and legs during the day.

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		<p>administrative controls to prevent musculoskeletal injuries”</p> <ul style="list-style-type: none"> ● Investigate injuries ● Training for workers ● Maintain records <p>T8 CCR 5120 - health care Develop a plan for back injury prevention. Plan should include:</p> <ul style="list-style-type: none"> ● Procedures for identifying hazards, including patient mobility assessments and needs ● Procedures for controlling hazards, including use of assistive equipment, safe lifting techniques and team lifts ● Effective training for workers appropriate in language and literacy for the people being trained. 	<ul style="list-style-type: none"> ● Lift objects by squatting, using leg strength, not back ● With a straight back, place the object near your body. ● Ask for help when you need to move or lift heavy objects. ● Avoid excessive physical efforts. ● Rest and adopt stretching or relaxation exercises when lifting objects is a regular part of your work
<p>COVID-19</p>	<p>COVID-19 Plan –T8 CCR 3205 <i>Scope.</i> Applies to all employees and places of employment</p>	<p>Requires a written COVID-19 prevention plan:</p> <ul style="list-style-type: none"> ● System for communicating, including asking workers to report any close contacts or exposures, without fear of retaliation 	<ul style="list-style-type: none"> ● Train workers on handwashing practices, when to use gloves and how, and how to dispose of waste ● Provide needed tools and equipment (gloves, cleaning materials, etc)

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		<ul style="list-style-type: none"> ● Identify and evaluate COVID-19 hazards + allow workers to participate + periodic inspections ● System to screen employees for symptoms ● Evaluate controls, including how to increase ventilation ● Investigate and respond to COVID-cases ● Review all applicable health department orders ● Provide N95s for workers who request for voluntary use (and as determined by health dept) ● Provide training ● Make testing available at no cost if there is COVID case 	
<p>Bloodborne pathogens</p>	<p>Bloodborne Pathogens – T8 CCR 5193 <i>Scope and Application:</i> Applies to all occupational exposure to blood or other potentially infectious materials. (Not construction industry)</p>	<p>Develop a Bloodborne Pathogen Exposure Control Plan which is designed to eliminate or minimize employee exposure:</p> <ul style="list-style-type: none"> ● Identify how workers may be exposed ● Include provisions for dealing with blood, bodily fluids, sharps, biological waste 	<p>Employer</p> <ul style="list-style-type: none"> ● Train domestic workers in handwashing practices, glove use, waste disposal ● Provide gloves, hand soap, cleaning materials and other adequate disposal equipment. <p>Review tips with workers:</p> <ul style="list-style-type: none"> ● Adopt routine practices to avoid contact with consumers’ body fluids ● Prevent or minimize infections by washing hands and avoiding touching your eyes/mouth

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		<ul style="list-style-type: none"> ● Train workers on how they may be exposed, universal precautions (treat all blood and body fluid as if infected) ● Provide controls - including gloves, gowns, eye protection, Hepatitis B vaccine ● Evaluate any exposures and keep a log of sharps injuries 	<p><i>Standard Precautions:</i></p> <ul style="list-style-type: none"> ● Take off jewelry on hands and wrists when caregiving ● Proper hand washing techniques <p><i>Gloves usage to prevent bloodborne contamination</i></p> <ul style="list-style-type: none"> ● Proper glove techniques for putting on, removing, and disposing of gloves <p><i>Medical Waste</i></p> <ul style="list-style-type: none"> ● Proper handling techniques and disposing of medical waste <p><i>Soiled or Contaminated Laundry</i></p> <ul style="list-style-type: none"> ● Proper cleaning techniques for washing soiled or contaminated laundry
<p>Heat (outdoor and indoor?)</p>	<p>Heat Illness Prevention Program – T8 CCR 3395 <i>Scope:</i> Applies to all outdoor places of employment.</p>	<p>Requires:</p> <ul style="list-style-type: none"> ● Provision of water ● Access to shade ● High-heat procedures (close monitoring, more frequent breaks, communication) ● Emergency Response Procedures ● Acclimatization ● Training for workers and supervisors ● Heat Illness Prevention Plan - in English and other languages if needed, and made available at worksite 	<p>Employer Prevention</p> <ul style="list-style-type: none"> ● Avoid assigning outdoor tasks during harsh weather conditions ● Ensure workers are given short / frequent breaks and may vary tasks to avoid overexertion. <p>Review tips with workers:</p> <ul style="list-style-type: none"> ● Avoid exposure to the sun’s rays when they are most intense (commonly between noon and four o’clock in the afternoon) or work in the shade. ● Use sunscreen, wide-brimmed hats, and UV protective clothing ● Remember that trees, umbrellas, and awnings do not fully protect against solar radiation. ● Drink water regularly.

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			<ul style="list-style-type: none"> ● Avoid awkward postures. ● Take short, frequent breaks. Rest for 10 to 15 minutes every 1 to 2 hours of continuous work. Try to stretch your muscles while resting. ● Change your posture, e.g. combine tasks that require movement of different body parts.
<p>Wildfire Smoke</p>	<p>Wildfire Smoke – T8 CCR 5141.1 <i>Scope</i> - Section applies to workplaces where: The current Air Quality Index (current AQI) for PM2.5 is 151 or greater, regardless of the AQI for other pollutants; and workers may be exposed for 1 hour or more</p> <p>Exempt: enclosed buildings, vehicles where there is mechanical ventilation and all doors/windows are kept closed AND sites where employer monitors AQI and can verify less than 151</p>	<p>Requirements:</p> <ul style="list-style-type: none"> ● Identify exposures; monitor the Air Quality Index (AQI) forecasts for PM2.5 ● Establish system for communicating in a language and manner readily understandable by employees ● Train workers ● Use controls to reduce exposures (e.g. relocate to safer area, change work schedules, add breaks) ● Offer and provide N95 respirators for voluntary use 	

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<p>Slips, Trips, and Falls</p>			
<p>Workplace Violence</p>	<p>Workplace Violence (Healthcare) – T 8 CCR 3342 v. IIPP T8 CCR 3203 Scope: Applies to work in health care facilities, service categories, and operations.</p> <p><i>Standard for general industry is currently under consideration</i></p>	<p>Healthcare:</p> <ul style="list-style-type: none"> ● Develop prevention plan - that includes steps to involve employees and union reps in identifying and correcting hazards, designing and implementing training, and in reporting and investigating incidents ● Ways to obtain assistance from law enforcement ● Ways to respond to reports of violence ● Prohibits retaliation ● Methods to identify and correct risks factors in environment and patient-specific, and to assess visitors ● Mechanisms for communicating with employees ● Logs and record keeping 	
<p>NOT YET DRAFTED - BELOW THIS ROW</p>			

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Working from heights	[Section 1670] ○	Cal/OSHA requires fall protection for “employees whose work exposes them to falling in excess of 7 1/2 feet”	
Unsafe ladders	Ladder Safety – T8 CCR 3276	Section does not apply to ladder type step stools or other types of step stools.	<p>Employer</p> <ul style="list-style-type: none"> ● Provide double-sided step ladders to reach high objects or to clean windows and walls. ● If available, provide window cleaners or other far reaching tools. ● Ensure workers are trained to use stepladders <p>Employee</p> <ul style="list-style-type: none"> ● Review stepladder before using and use only if it’s in good condition. Use the stepladder only when it is totally open and balanced on a flat and firm surface. ● Avoid wearing sandals or flip-flops when going up the stepladder. ● Avoid using chairs, furniture, or boxes to reach high objects or to carry on any other activities at heights. ● Avoid carrying instruments or utensils on your hands when going up the stepladder.
Tree maintenance and removal hazards	Tree Work Maintenance and Removal – Article 12 Scope. Applies to work performed and equipment		

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	used in tree and ornamental palm maintenance and removal.		
Powered hand tools and equipment	<ul style="list-style-type: none"> - [Article 20; Section 3556 and others] 		<ul style="list-style-type: none"> - <ul style="list-style-type: none"> ● Before using sharp tools, such as shovels, rakes, knives or scissors, check that they are not defective. ● Check that electric cutters have protective shields or guards and that switch contacts are in good condition. If you do not know how to use electrical equipment, ask before using them. - ●
Electrical hazards	<ul style="list-style-type: none"> - [Subchapter 5: Electrical Safety Orders] <p>Cal/OSHA has a variety of electrical safety orders; will need to comb through sections to determine what is most relevant for residential work</p>		<p>Employer</p> <ul style="list-style-type: none"> ● Regularly check and make sure household appliances are in good working order. ● Instruct domestic worker to identify damages to household electrical appliances <p>Ensure tools are in good working order - that they are not defective and electrical items have protective shields and guards.</p> <p>Employee</p> <ul style="list-style-type: none"> ● Check that electric cutters have protective shields or guards and that switch contacts are in good condition. If you do not know how to use electrical equipment, ask before using them ● Avoid handling electrical appliances in poor condition and do not attempt to repair them.

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Noise	<p>[Section 5097] Cal/OSHA's Hearing Conservation standard is targeted largely to industrial settings; maybe we can propose provision of ear plugs or other hearing protection at certain action level</p>	<p>Noise exposure above a certain limit requires employers to administer a hearing conservation program.</p>	
Indoor Smoking	<p>§ 5148. Prohibition of Smoking in the Workplace.</p>	<p>No employer shall knowingly or intentionally permit, and no person shall engage in, the smoking of tobacco products in an enclosed space at a place of employment.</p>	
			<ul style="list-style-type: none"> - Stay away from areas where there are many insects such as bees, wasps, or hornets. If an insect attacks you, move away slowly and calmly -