EXPRESS TERMS

CALIFORNIA CODE OF REGULATIONS
TITLE 8: SECTION 1512 OF THE CONSTRUCTION SAFETY ORDERS AND SECTION 3400 OF THE GENERAL INDUSTRY SAFETY ORDERS

MEDICAL SERVICES AND FIRST AID

This document uses strikeout and underline to specify text changes. If using assistive technology, please adjust your settings to recognize underline, strikeout and ellipsis.

Legend:
*Text in single underline is proposed new text.
*Text in ~~single strikeout~~ is deleted text.
*Text in double underline is modified proposed text.
*Text in ~~double strikeout~~ is modified proposed deleted text.
****** means there is existing text in the section that is not being amended nor repealed; therefore, it is not being included.

Subchapter 4. Construction Safety Orders
Article 3. General

1. Amend Section 1512.

§1512. Emergency Medical Services and First Aid.

(a) Provision of Services. Where more than one employer is involved in a single construction project on a given construction site, each employer is responsible to ensure the availability of emergency medical services for its employees. The employers on the project may agree to ensure employee access to emergency medical services for the combined work force present at the job site. Such an emergency medical service program shall be adequate to service the combined work force present, but only one emergency medical program need be established at such site.

(b) Appropriately Trained Person. Each employer shall ensure the availability of a suitable number of appropriately trained persons to render first aid. Where more than one employer is involved in a single construction project on a given construction site, the employers may form a pool of appropriately trained persons. However, such pool shall be large enough to service the combined work forces of such employers.

EXCEPTION: Engineering contractors or service providers on a job site not engaged in construction activity (e.g., operation of tools, equipment or machinery directly associated with construction) that are in compliance with the requirements of ~~S~~section 3400(b) of the General Industry Safety Orders.

(c) First-Aid Kit.

(1) Every employer working on or furnishing personnel on a construction project, on line crews and on other short duration or transient jobs shall provide at least one first-aid kit in a weatherproof container.

(2) The employer ~~contents of the first-aid kit shall~~ shall check the contents of each first-aid kit when it is put into service ~~be checked by the employer before being sent out on each job~~ and at least weekly ~~on each job~~ ~~inspected regularly~~ to ensure that ~~the~~ any expended items are promptly replaced.

(3) The contents of the first-aid kit shall be arranged to be quickly found and remain sanitary. ~~All employees shall have ready access to a first-aid kit. The location of each first-aid kit shall be clearly indicated.~~ First-aid dressings shall be sterile in individually sealed packages for each item.

(4) The location of each first-aid kit shall ~~be clearly indicated.~~ be communicated to employees, and to the extent practicable, shall be clearly indicated, using signage, labeling, or other means, to ensure reasonable visibility in the jobsite.

(5) Based upon the location(s) of employees~~,~~ and the types and severity of occupational hazards at the jobsite, the employer shall evaluate the need for, and shall provide, a sufficient number of first-aid kits. First-aid kits shall be readily available for use by employees.

(6) The minimum types and quantities of materials in first-aid kits ~~first aid supplies~~ shall either:

(A) B~~b~~e determined by an employer-authorized~~,~~ ~~licensed~~ physician or other licensed health care professional (PLHCP), as defined in section 5144, or;

(B) S~~s~~hall meet the requirements of Table 1 of this section, which conforms with the requirements for Class A first-aid kits specified within the American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z308.1-2021, American National Standard for Minimum Requirements for Workplace First-Aid Kits and Supplies. ~~in accordance with the following Table:~~

Supplies for First Aid	*Type of Supply Required by Number of Employees*			
Dressings in adequate quantities consisting of:	1-5	6-15	16-200	over 200
1. Adhesive dressings	X	X	X	X
2. Adhesive tape rolls, 1-inch wide	X	X	X	X
3. Eye dressing packet	X	X	X	X
4. 1-inch gauze bandage roll or compress		X	X	X
5. 2-inch gauze bandage roll or compress	X	X	X	X
6. 4-inch gauze bandage roll or compress		X	X	X
7. Sterile gauze pads, 2-inch square	X	X	X	X
8. Sterile gauze pads, 4-inch square	X	X	X	X
9. Sterile surgical pads suitable for pressure dressings			X	X
10. Triangular bandages	X	X	X	X
11. Safety pins	X	X	X	X
12. Tweezers and scissors	X	X	X	X
* Additional equipment in adequate Quantities consisting of:				
13. Cotton-tipped applicators			X	X
14. Forceps			X	X
15. Emesis basin			X	X
16. Flashlight			X	X
17. Magnifying glass			X	X
18. Portable oxygen and its breathing equipment				X
19. Tongue depressors				X
Appropriate record forms	X	X	X	X
Up-to-date ‘standard’ or ‘advanced’ first aid textbook, manual or equivalent	X	X	X	X

*To be readily available but not necessarily within the first-aid kit.

Table 1: Minimum Requirements for First-Aid Kits

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

* In accordance with ANSI/ISEA Z308.1-2021, the breathing barrier shall be a single use, disposable medical device listed with the U.S. Food and Drug Administration (FDA) and have a current 510(k) designation under U.S. Code of Federal Regulations (CFR) Title 21, Part 807 for the purpose of delivering ventilations by a responder to a non-breathing victim (e.g., rescue breaths or CPR ventilations). The device shall provide protection from direct contact with bodily fluids by means of its construction, as approved by the FDA. Each barrier shall be packaged in an easily opened container, clearly labeled with the name of the device, together with comprehensive instructions and/or illustrations for use.

** In accordance with ANSI/ISEA Z308.1-2021, each cold pack shall reach a temperature between 20 and 40°F (-6 and 4°C) within 10 seconds of activation and shall maintain this temperature for a period of at least 10 minutes. Cold packs shall activate under normal hand pressure and shall not leak under normal conditions of use.

*** Topics included in the first-aid guide shall consist of those listed in Appendix A of this section, which complies with Appendix A in ANSI/ISEA Z308.1-2021, or shall be determined by the PLHCP. First-aid guides developed by the employer-authorized PLHCP shall be provided in a language understood by employees. Employers are not required to train employees on the contents of the first-aid guide. First-aid training requirements are described in subsection (b).

**** In accordance with ANSI/ISEA Z308.1-2021, scissors shall be autoclavable, at least 3.5 in. long (8.9 cm), capable of cutting through clothing, feature a blunt end to protect a person from accidental injury, and of medical professional quality.
~~Other supplies and equipment, when provided, shall be in accordance with the documented recommendations of an employer-authorized, licensed physician upon consideration of the extent and type of emergency care to be given based upon the anticipated incidence and nature of injuries and illnesses and availability of transportation to medical care.~~

~~(2) Based upon its size, the location(s) of employees, and the types of hazards in the workplace, the employer shall evaluate the need for, and shall provide:~~

~~(A) Additional first-aid kits to ensure ready access by employees; and~~

~~(B) Additional types and quantities of first-aid equipment and supplies appropriate to the types of hazards in the workplace~~

(7) Where the hazard assessment or the employer-authorized PLHCP identifies any unique, reasonably anticipated, and potentially serious workplace hazards, the employer shall provide additional, specialized first-aid items suitable for those hazards.

~~NOTE to subsection (c)(2):~~

(8) Whenever first-aid materials for the treatment of chemical injuries are included in first-aid kits, the requirements of subsection 5194(h)(2)(E) for training on emergency procedures apply.

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~~(3) Drugs, antiseptics, eye irrigation solutions, inhalants, medicines, or proprietary preparations shall not be included in first-aid kits unless specifically approved, in writing, by an employer- authorized PLHCP licensed physician.~~

(i) Written Plan. The employer shall have a written plan to provide emergency medical services. The plan shall specify the means of implementing all applicable requirements in this section. When employers form a combined emergency medical services program with appropriately trained persons, one written plan will be considered acceptable to comply with the intent of this subsection.

~~NOTE: The provisions of Ssection 1512 are not intended to exclude immediate treatment of minor injuries which do not require the services of a PLHCPphysician.~~

NOTE: Authority cited: Section 142.3, Labor Code. Reference: Section 142.3, Labor Code.

APPENDIX A ~~– MANDATORY~~

~~REQUIRED~~ CONTENTS OF THE FIRST-AID GUIDE (ANSI/ISEA Z308.1-2021)

Emergency steps of assessing the scene and person, calling 9-1-1 or location emergency number
Establishing responsiveness
Establishing and maintaining an open and clear airway
Performing rescue breathing
Treating airway obstruction in a conscious victim
Performing CPR
Using an AED
Recognizing the signs and symptoms of shock and providing first aid for shock from illness or injury
Assessing and treating a victim who has an unexplained change in level of consciousness or sudden illness
Methods of controlling bleeding, including direct pressure and tourniquet
Poisoning
Responding to medical emergencies Chest pain Stroke Breathing problems Anaphylactic shock and allergic reaction Hypoglycemia in diabetics taking insulin Seizures Reduced level of consciousness Impaled object
Wounds Assessment of and first aid for wounds, including abrasions, cuts, lacerations, punctures, avulsions, amputations and crush injuries Principles of wound care, including infection precautions Principles of body substance isolation, universal precautions and use of PPE
Burns Assessment of the severity of a burn, including extent (size) and depth Recognizing whether a burn is thermal, electrical or chemical, or caused by sun exposure and the appropriate first aid

Temperature extremes Exposure to cold, including frostbite and hypothermia Exposure to heat, including heat cramps, heat exhaustion and heat stroke
Musculoskeletal injuries Fractures Sprains, strains, contusions and cramps Head, neck, back and spinal injuries
Eye injuries
Mouth and teeth injuries Oral injuries, lip and tongue injuries, broken and missing teeth
Bites and stings Human and animal bites Bites and stings from insects; instruction in first aid treatment for anaphylaxis

Subchapter 7. General Industry Safety Orders Group 2. Safe Practices and Personal Protection Article 10. Personal Safety Devices and Safeguards

2. Amend Section 3400.

§3400. Emergency Medical Services and First Aid.

(a) Employers shall ensure the ready availability of medical personnel for advice and consultation on matters of industrial health or injury.

(b) In the absence of an infirmary, clinic, or hospital, in near proximity to the workplace, which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid. Training shall be equal to that of the American Red Cross or the Mine Safety and Health Administration.

(c) Employers shall evaluate the need for first-aid materials and shall ensure that there are ~~There shall be~~ adequate quantities and types of first-aid materials~~, approved by the consulting physician,~~ readily available for employees at ~~on~~ every worksite ~~job~~. Such materials shall be kept in a sanitary and usable condition. A frequent inspection shall be made of all first-aid materials, which shall be replenished as necessary.

~~(1) All employees shall have ready access to a first-aid kit. The employer shall furnish a sufficient number of first-aid kits to meet this requirement. The location of each first-aid kit shall be clearly indicated.~~

~~(2) The minimum types and quantities of materials in first-aid kits shall either comply with the requirements of Table 1 of this section, which conforms with the minimum~~

~~requirements for Class A first-aid kits specified within the American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z308.1-2021 American National Standard for Minimum Requirements for Workplace First-Aid Kits and Supplies, or shall be determined by an employer-authorized physician or other licensed health care professional (PLHCP), as defined in section 5144.~~

~~(3)~~ (1) Based upon ~~its size,~~ the location(s) of employees~~,~~ and the types and severity of occupational hazards ~~in the workplace~~ at the worksite, the employer shall evaluate the need for, and shall provide, ~~additional first-aid kits and additional types and quantities of first-aid equipment and supplies.~~ a sufficient number of first-aid kits. First-aid kits shall be readily available for use by employees.

(2) The location of each first-aid kit shall be communicated to employees, and to the extent practicable, shall be clearly indicated, using signage, labeling, or other means, to ensure reasonable visibility in the workplace.

(3) The minimum types and quantities of materials in first-aid kits shall either:

(A) ~~e~~Comply with the requirements of Table 1 of this section, which conforms with the minimum requirements for Class A first-aid kits specified within the American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z308.1-2021 American National Standard for Minimum Requirements for Workplace First-Aid Kits and Supplies, or;

(B) ~~s~~Shall be determined by an employer-authorized physician or other licensed health care professional (PLHCP), as defined in section 5144.

Table 1: Minimum Requirements for First-Aid Kits

First-Aid Supplies (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

* In accordance with ANSI/ISEA Z308.1-2021, the breathing barrier shall be a single use, disposable medical device listed with the U.S. Food and Drug Administration (FDA) and have a current 510(k) designation under U.S. Code of Federal Regulations (CFR) Title 21, Part 807 for the purpose of delivering ventilations by a responder to a non-breathing victim (e.g., rescue breaths or CPR ventilations). The device shall provide protection from direct contact with bodily fluids by means of its construction, as approved by the FDA. Each barrier shall be packaged in an easily opened container, clearly labeled with the name of the device, together with comprehensive instructions and/or illustrations for use.

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*** Topics included in the first-aid guide shall consist of those listed in Appendix A of this standard, which complies with Appendix A of ANSI/ISEA Z308.1-2021, or shall be determined by the PLHCP. First-aid guides developed by the employer-authorized PLHCP shall be provided in a language understood by employees. Employers are not required to train employees on the contents of the first-aid guide. First-aid training requirements are described in subsection (b).

**** In accordance with ANSI/ISEA Z308.1-2021, scissors shall be autoclavable, at least 3.5 in. long (8.9 cm), capable of cutting through clothing, feature a blunt end to protect a person from accidental injury, and of medical professional quality.

(4) Where the hazard assessment or the employer-authorized PLHCP identifies any unique, reasonably anticipated, and potentially serious workplace hazards, the employer shall provide additional, specialized first-aid items suitable for those hazards.

~~NOTE to subsection (c)(3):~~

(5) Whenever first-aid materials for the treatment of chemical injuries are included in first-aid kits, the requirements of subsection 5194(h)(2)(E) for training on emergency procedures apply.

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(f)(1) A communication system for contacting a ~~doctor~~ PLHCP or emergency medical service, such as access to 911 or equivalent telephone system. The communication system or employees using the system shall have the ability to direct emergency services to the location of the injured or ill employee.

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NOTE: Authority cited: Section 142.3, Labor Code. Reference: Section 142.3, Labor Code

APPENDIX A ~~– MANDATORY~~ ~~REQUIRED~~ CONTENTS OF THE FIRST-AID GUIDE (ANSI/ISEA Z308.1-2021)

Emergency steps of assessing the scene and person, calling 9-1-1 or location emergency number
Establishing responsiveness
Establishing and maintaining an open and clear airway
Performing rescue breathing
Treating airway obstruction in a conscious victim
Performing CPR
Using an AED
Recognizing the signs and symptoms of shock and providing first aid for shock from illness or injury
Assessing and treating a victim who has an unexplained change in level of consciousness or sudden illness
Methods of controlling bleeding, including direct pressure and tourniquet
Poisoning
Responding to medical emergencies Chest pain Stroke Breathing problems Anaphylactic shock and allergic reaction Hypoglycemia in diabetics taking insulin Seizures Reduced level of consciousness Impaled object
Wounds Assessment of and first aid for wounds, including abrasions, cuts, lacerations, punctures, avulsions, amputations and crush injuries Principles of wound care, including infection precautions Principles of body substance isolation, universal precautions and use of PPE
Burns Assessment of the severity of a burn, including extent (size) and depth Recognizing whether a burn is thermal, electrical or chemical, or caused by sun exposure and the appropriate first aid

Temperature extremes Exposure to cold, including frostbite and hypothermia Exposure to heat, including heat cramps, heat exhaustion and heat stroke
Musculoskeletal injuries Fractures Sprains, strains, contusions and cramps Head, neck, back and spinal injuries
Eye injuries
Mouth and teeth injuries Oral injuries, lip and tongue injuries, broken and missing teeth
Bites and stings Human and animal bites Bites and stings from insects; instruction in first aid treatment for anaphylaxis