Think Safety First!
James Boretti, CSP
- > 28 years
- ASSE
  - Professional Member
  - ROC I Treasurer, Finance Committee, Business of Safety Committee
  - Past President OC & CVC
Who Are We?

- Boretti Inc.
  - Designs, develops and implements safety, health and environmental solutions
  - SH&E drive efficiency and productivity
Philosophy

- Assess
  - Listen before we provide advice
- Action
  - Plan and partner to implement solutions
- Measure
  - Know WHY it works
- Monitor
  - Sustainability

Compliance  Improvement  Engagement
Expertise

- Risk Assessment & Analysis
- Safety Management
- Written Programs
- Training & Education
  - Certification
- On-site Inspections
- Industrial Hygiene
- Environmental
- CDP, Sustainability
- Ergonomics
- Business Continuity
- HMBP, SPCC, SWPPP
- ISO 14001, OHSAS 18001
- Social Compliance
- Expert Witnessing & Defense
- CPSC Filings
- OSHA
Agenda

- Cal/OSHA Performance
- Most Cited Regulations
- Brief Review of Regulations
  - Elements
  - Compliance
- Update
California Performance Data

Figure 96: California Occupational Injury and Illness Incidence Rates: Private, State and Local
(Cases per 100 Full-Time Employees)

Data Source: DIR, Director's Office of Policy, Research and Legislation

All Cases | Lost-Worktime Cases | Days-Away-from-Work Cases
California Performance Data

Figure 102: Injury and Illness Incidence Rate per 100 Full-Time Workers: Private Industry – Total Recordable Cases. USA and California

<table>
<thead>
<tr>
<th></th>
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<td>USA</td>
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<tr>
<td>California</td>
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<td>5.4</td>
<td>4.9</td>
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<td>3.5</td>
<td>3.5</td>
<td>3.5</td>
</tr>
</tbody>
</table>

Source: US Department of Labor, Bureau of Labor Statistics
Characteristics of California Occupational Injuries and Illnesses

This section compares incidence rates by industry in 2013 with those in 2003. The overall California occupational injury and illness incidence rates have declined, and the incidence rates in major industries have also declined. The biggest decline in incidence rate was in construction.

The following figure compares incidence rates for total recordable cases in 2013 and 2003 by type of major industry including state and local government.

Figure 104: Injury Rates by Industry, 2013 vs. 2003

- **Total**: 4.0/5.9
- **State and Local Government**: 3.5/7.1
- **Private Industry**: 3.2/5.4
- **Construction**: 2.9/5.0
- **Agriculture, Forestry, Fishing and Hunting**: 2.9/5.4
- **Manufacturing**: 2.9/5.6
- **Wholesale Trade**: 4.5/5.0
- **Retail Trade**: 5.8/5.8

Source: DIR, Director's Office of Policy, Research and Legislation
What would you say
Are the top three (3)
Injury events / exposures?
California Performance Data

Figure 109: California Non-Fatal Occupational Injuries and Illnesses by Race or Ethnic Origin (Private)-2013

- American Indian or Alaskan Native: 140 (0.12%)
- White: 19,560 (17.3%)
- Multi-race: 100 (0.1%)
- Black: 3,200 (3%)
- Hispanic or Latino: 36,630 (32.4%)
- Native Hawaiian or other Pacific Islander: 590 (0.52%)
- Asian: 3,700 (3%)
- Not reported: 49,220 (43.5%)

Data Source: DIR, Director's Office of Policy, Research and Legislation

Figure 110: California Non-Fatal Occupational Injuries and Illnesses by Event and Exposure (Private)-2013

- Falls, slips, trips: 22,600 (21%)
- Transportation incidents: 3,670 (3%)
- Violence (by persons or animal): 4,750 (4%)
- Fires and explosions: 20 (0.02%)
- Overexertion and bodily reaction: 46,640 (42%)
- Contact with object, equipment: 27,670 (25%)
- Exposed to harmful substance: 5,540 (5%)

Data Source: DIR, Director's Office of Policy, Research and Legislation
What are the most frequently injured parts of the body?
California Performance Data

Figure 111: Incidence Rates for Non-Fatal Occupational Injuries and Illnesses by Major Body Parts, Private Industry, 2011, 2012, and 2013 (per 10,000 Full-Time Workers)

Data Source: BLS, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses (SOII) in cooperation with participating State agencies.
Which Occupational Group Is most likely to have The most days away from work?
Figure 115: Non-Fatal Injuries and Illnesses by Major Occupational Group: Median Days Away from Work (Local Government) – 2013

The following two figures compare the injury and illness incidence rates, including back injury, for various occupations. The installation, maintenance, and repair occupations had the highest incidence rate in 2013, followed by the building and grounds cleaning and maintenance occupations.

Figure 116: Incidence Rates by Private Sector Occupational Group (per 100 Full-Time Workers) Non-Fatal Occupational Injuries and Illnesses with Days Away from Work, 2013

Data Source: Director's Office of Policy, Research & Legislation

Data Source: BLS, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses in cooperation with participating State agencies
California Performance Data

Of the Western Regional States
(Alaska, Arizona, California, Hawaii, Nevada, Oregon, Washington)
Where does California fall in incidence rates?
California Performance Data

- Western region states 2013 for non-fatal occupational injuries and illnesses
  - Arizona’s (3.3)
  - California’s (3.5)
  - Hawaii’s (3.7)
Fatal Work Injuries

- 2013: 4,405
- 2012: 4,628
- Overall: 6%
- Latino Workforce: 7%

- National fatality rate: 8% 2008 – 2012
- California’s fatality rate: 18% during the same period
- 4% since last year

Note: Data were not available for "Multiple Races" and "Other and Not Reported"

Data Source: BLS
Figure 117: Back Injury Incidence Rates by Private Sector Occupational Group (per 100 Full-Time Workers)

The following figure compares the number of fatalities for various occupations. The transportation and material-moving occupation had the greatest number of fatalities in 2013, followed by the construction and extraction occupation.

Figure 118: Fatal Occupational Injuries by Selected Occupations – All Ownerships, 2013

Data Source: BLS, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses in cooperation with participating State agencies.

Data Source: DIR, Director's Office of Policy, Research and Legislation
Figure 122: California Fatal Occupational Injuries and Illnesses by Event and Exposure - 2013

- Transportation incidents - 133 (35%)
- Violance and other injuries by persons or animals - 76 (20%)
- Contact with objects and equipment - 64 (17%)
- Falls - 63 (16%)
- Fires and explosions - 10 (3%)
- Harmful substances or environments - 38 (10%)

Data Source: BLS
**Cal/OSHA Data**

**WORKPLACE HEALTH AND SAFETY PERFORMANCE MEASURES**

Inspections triggered by complaints and accidents averaged 2,010 per year from CY 2004 to CY 2008, and 1,660 inspections per year from CY 2009 to CY 2013 due to a 17 percent decrease of this type of inspections from CY 2008 to CY 2009. Inspections triggered by complaints averaged 2,150 inspections per year from 2004 to 2012 and then decreased by 15 percent from CY 2012 to CY 2013.

Programmed inspections increased by 136 percent from CY 2004 to CY 2009, thereby increasing its share in all inspections from 21 percent in CY 2004 to 42 percent in CY 2009. From CY 2009 to CY 2013, the number of programmed inspections decreased by 57 percent, thereby decreasing the share of this type of inspections in total inspections to CY 2004 level (23 percent).

**Figure 124: DOSH Inspections by Type (All – With and Without Violations)**

![Bar chart showing the number of inspections by type from CY 2004 to CY 2013.](image)

According to the figure below, the total number of inspections increased by 26 percent from CY 2004 to CY 2007, and then decreased overall by 25 percent from CY 2007 to CY 2013. On average, from CY 2004 to CY 2013, about 55 percent of inspections resulted in violations cited yearly.

**Figure 125: DOSH Inspections (With and Without Violations Cited)*, CY 2004 - CY 2013**

![Bar chart showing the number of inspections with and without violations cited from CY 2004 to CY 2013.](image)

* Report run on May 15, 2013

Data Source: DOSH-IMIS
Cal/OSHA Data

The number of violations is greater than inspections due to the fact that most inspections where violations occur yield more than one violation. Violations are further broken down into serious and other than serious.

The total number of DOSH violations and their breakdown by type from CY 2004 to CY 2013 are shown in the figure below. The total number of violations increased by 28 percent from 2004 to 2008, and then decreased overall by 30 percent from 2008 to 2013. As the figure below shows, the number of serious violations increased by 17 percent from CY 2005 to CY 2006, decreased by 54 percent from 2006 to 2011, and then increased by 21 percent from 2011 to an average of 2,625 in 2012 and 2013. (See pages 175-176 for OSHA statistics on the number of appeals of DOSH violations that were filed and resolved.)

Figure 126: DOSH Violations (Serious and Other Than Serious), CY 2004 – CY 2013

Data Source: DOSH

![Figure 126: DOSH Violations (Serious and Other Than Serious), CY 2004 – CY 2013](image-url)
Cal/OSHA Data

Does Cal/OSHA Operate by Penalties Collected?
### Cal/OSHA Data

**Table:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Allocated</th>
<th>Spent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enforcement</td>
<td>$46,558,769.00</td>
<td>$46,610,352.00</td>
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<tr>
<td>Education and Research</td>
<td>$3,871,308.00</td>
<td>$4,221,491.00</td>
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<tr>
<td>Administration</td>
<td>$19,729,760.00</td>
<td>$19,764,301.00</td>
</tr>
<tr>
<td>Total</td>
<td>$70,159,837.00</td>
<td>$70,596,144.00</td>
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</tbody>
</table>

**Penalties proposed by the Division**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Penalties proposed by the Division</td>
<td>$30,241,354.00</td>
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<tr>
<td>Penalty reductions</td>
<td>$3,694,915.00</td>
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<tr>
<td>Penalties on appeal</td>
<td>$21,304,356.00</td>
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<tr>
<td>Penalties assessed and collected</td>
<td>$6,037,805.00</td>
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<tr>
<td>Penalties assessed and in collection process</td>
<td>$2,753,880.00</td>
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<td>Total Appeals decided by Order or Decision in 2012</td>
<td>2,004</td>
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**Penalties collected in FY 2012-13 regardless of penalty date**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Penalties collected in FY 2012-13 regardless of penalty date</td>
<td>$12,866,788.00</td>
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</table>
## Cal/OSHA Inspections: 2014 (Prelim)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Total Inspections</th>
<th>Accident Related</th>
<th>Complaint Related</th>
<th>Programmed Inspections</th>
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<tbody>
<tr>
<td>Agriculture</td>
<td>788</td>
<td>251</td>
<td>211</td>
<td>124</td>
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<tr>
<td>Oil/Mineral Extraction</td>
<td>281</td>
<td>31</td>
<td>18</td>
<td>222</td>
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<tr>
<td>Construction</td>
<td>2316</td>
<td>529</td>
<td>396</td>
<td>600</td>
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<tr>
<td>Manufacturing</td>
<td>1136</td>
<td>409</td>
<td>307</td>
<td>294</td>
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<tr>
<td>Transportation/Public Utilities</td>
<td>448</td>
<td>194</td>
<td>185</td>
<td>18</td>
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<tr>
<td>Wholesale Trade</td>
<td>211</td>
<td>84</td>
<td>73</td>
<td>29</td>
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<td>Retail Trade</td>
<td>469</td>
<td>122</td>
<td>255</td>
<td>51</td>
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<td>Financial/Real Estate</td>
<td>75</td>
<td>22</td>
<td>35</td>
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<tr>
<td>Services</td>
<td>1216</td>
<td>357</td>
<td>460</td>
<td>211</td>
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<tr>
<td>State/Local Government</td>
<td>219</td>
<td>77</td>
<td>124</td>
<td>0</td>
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<tr>
<td><strong>Totals</strong></td>
<td>7159</td>
<td>2076</td>
<td>2064</td>
<td>1551</td>
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</table>
Figure 130: Distribution of Inspections by Major Industry, State CY 2013
(Total Inspections=7,326)

*Figure 131: Distribution of Violations by Major Industry, State CY 2013
(Total Violations=1,148,894)*
The figure below illustrates the proportion of inspections in major industrial groups. Of the 7,326 workplace health and safety inspections conducted in California in CY 2013, 2,164 (30 percent) were in construction and 5,162 (70 percent) were in non-construction industries.

As shown in the figure below, corresponding to the fact that the greatest percentage of inspections was in construction, the greatest percentage (28 percent) of violations was found in construction as well.

Figure 131: Distribution of Violations by Major Industry, State CY 2013
(Total Violations=14,894)

<table>
<thead>
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<th>Violations</th>
<th>Percentage</th>
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<td>1,780</td>
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<tr>
<td>Mineral Extraction</td>
<td>181</td>
<td>1%</td>
</tr>
<tr>
<td>Construction</td>
<td>4,176</td>
<td>28%</td>
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<tr>
<td>Manufacturing</td>
<td>3,301</td>
<td>22%</td>
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<tr>
<td>Transportation/Public Utilities</td>
<td>985</td>
<td>7%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>1,083</td>
<td>7%</td>
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<tr>
<td>Wholesale Trade</td>
<td>658</td>
<td>4%</td>
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<tr>
<td>Financial Real Estate</td>
<td>172</td>
<td>1%</td>
</tr>
<tr>
<td>Services</td>
<td>2,265</td>
<td>15%</td>
</tr>
<tr>
<td>State, Local Government</td>
<td>209</td>
<td>1%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>1,780</td>
<td>12%</td>
</tr>
<tr>
<td>Mineral Extraction</td>
<td>181</td>
<td>1%</td>
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<tr>
<td>Construction</td>
<td>4,176</td>
<td>28%</td>
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<tr>
<td>Manufacturing</td>
<td>3,301</td>
<td>22%</td>
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<td>Transportation/Public Utilities</td>
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<tr>
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<td>Financial Real Estate</td>
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</tr>
<tr>
<td>Services</td>
<td>2,265</td>
<td>15%</td>
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<tr>
<td>State, Local Government</td>
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<td>1%</td>
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<td>Standard</td>
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<td>3203</td>
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<td>Clean, Repair, Service, Set-up and Adjust Prime Movers, Machinery and Equipment</td>
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<td>342</td>
<td>Reporting Work Fatality or Serious Injury</td>
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<td>5194</td>
<td>Hazard Communication</td>
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<td>6151</td>
<td>Portable Fire Extinguishers</td>
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<td>Field Sanitation</td>
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<td>5144</td>
<td>Respiratory Protection Equipment</td>
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<tr>
<td>461</td>
<td>Permits to Operate Air Tanks</td>
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<td>1512</td>
<td>Construction: Emergency Medical Services</td>
<td>237</td>
</tr>
<tr>
<td>5162</td>
<td>Emergency Eyewash and Shower Equipment</td>
<td>217</td>
</tr>
<tr>
<td>3276</td>
<td>Portable Ladders</td>
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<td>3650</td>
<td>Industrial Trucks: General Requirements</td>
<td>187</td>
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<td>2340.16</td>
<td>Work Space About Electric Equipment</td>
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<td>3668</td>
<td>Powered Industrial Truck Operator Training</td>
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</tr>
<tr>
<td>3328</td>
<td>Safe Practices, Personal Protection: Machinery and Equipment</td>
<td>167</td>
</tr>
<tr>
<td>3577</td>
<td>Use, Care, and Protection of Abrasive Wheels: Protection Devices</td>
<td>120</td>
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<td>341</td>
<td>Permit Requirements: Excavations, Trenches, Construction and Demolition and the Underground Use of Diesel Engines in Work in Mines and Tunnels</td>
<td>114</td>
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<tr>
<td>1644</td>
<td>Metal Scaffolds</td>
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<tr>
<td>1527</td>
<td>Washing Facilities, Food Handling and Temporary Sleeping Quarters</td>
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<td>Flexible Electrical Cords and Cables: Uses Not Permitted</td>
<td>113</td>
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<tr>
<td>4650</td>
<td>Compressed Gas and Air Cylinders: Storage, Handling, and Use</td>
<td>112</td>
</tr>
<tr>
<td>2340.22</td>
<td>Equipment Identification in Electrical Installations</td>
<td>107</td>
</tr>
<tr>
<td>3241</td>
<td>General Physical Conditions and Structures: Special Design Requirements, Live Loads</td>
<td>105</td>
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</tbody>
</table>
Cal/OSHA Update

- Targeted Industries
- GHS
- Heat Illness
- Forklifts: Load Balance
- Hand Protection
- Compaction Equipment
- Lockout/Blockout: Group
- Mixers
- Recordkeeping
High Hazard by Industry

- 2X the all private industry DART Rate
  
  \[2.1 = 4.2\]

High Hazard by Individual Employer

- X-mod at or above 125%
<table>
<thead>
<tr>
<th>Industry Group</th>
<th>NAICS</th>
<th>Industry Activity</th>
<th>DART</th>
<th>Establishments</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td>1114</td>
<td>Greenhouse, nursery, and floriculture production</td>
<td>4.7</td>
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<td>26,628</td>
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<tr>
<td></td>
<td>112</td>
<td>Animal production</td>
<td>5.1</td>
<td>2,671</td>
<td>28,987</td>
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<tr>
<td>Construction</td>
<td>23812</td>
<td>Structural steel and precast concrete contractors</td>
<td>7.2</td>
<td>469</td>
<td>9,067</td>
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<td>23816</td>
<td>Roofing contractors</td>
<td>4.6</td>
<td>2,194</td>
<td>17,895</td>
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<td></td>
<td>23819</td>
<td>Other foundation, structure, and building exterior contractors</td>
<td>5.7</td>
<td>517</td>
<td>3,687</td>
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<td>Manufacturing</td>
<td>3113</td>
<td>Sugar and confectionery product manufacturing</td>
<td>5.4</td>
<td>177</td>
<td>6,162</td>
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<td></td>
<td>311511</td>
<td>Fluid milk manufacturing</td>
<td>4.5</td>
<td>76</td>
<td>7,627</td>
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<td>Animal slaughtering and processing</td>
<td>5.1</td>
<td>298</td>
<td>20,956</td>
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<td>311812</td>
<td>Commercial bakeries</td>
<td>4.9</td>
<td>328</td>
<td>14,588</td>
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<td>312</td>
<td>Beverage and tobacco product manufacturing</td>
<td>5.3</td>
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<td>44,491</td>
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<td>Millwork</td>
<td>4.6</td>
<td>333</td>
<td>6,358</td>
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<tr>
<td></td>
<td>33151</td>
<td>Ferrous metal foundries</td>
<td>4.7</td>
<td>90</td>
<td>3,748</td>
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<td></td>
<td>33232</td>
<td>Ornamental and architectural metal products manufacturing</td>
<td>4.6</td>
<td>836</td>
<td>19,442</td>
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<tr>
<td></td>
<td>3366</td>
<td>Ship and boat building</td>
<td>4.7</td>
<td>117</td>
<td>7,564</td>
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<tr>
<td></td>
<td></td>
<td>Note: The industries with the NAICS codes listed below will not be targeted because their DARTs are ≤ 200% of the private sector average.</td>
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</tr>
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</table>

Note: The average "DART" (Days Away, Restricted and Transferred) for private sector employers in 2014-2015 was 2.1. Cal/OSHA's High Hazard Industry threshold is >200% of the private sector average, or >4.2.
<table>
<thead>
<tr>
<th>Industry Group</th>
<th>NAICS</th>
<th>Industry Activity</th>
<th>DART</th>
<th>Establishments</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Trade</td>
<td>444</td>
<td>Building material and garden equipment and supplies dealers</td>
<td>4.3</td>
<td>6,310</td>
<td>114,425</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>481</td>
<td>Air transportation</td>
<td>6.4</td>
<td>493</td>
<td>42,725</td>
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<tr>
<td></td>
<td>492</td>
<td>Couriers and messengers</td>
<td>6.2</td>
<td>1,645</td>
<td>57,624</td>
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<tr>
<td></td>
<td>493</td>
<td>Warehousing and storage</td>
<td>4.4</td>
<td>1,688</td>
<td>69,697</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>56172</td>
<td>Janitorial services</td>
<td>4.8</td>
<td>5,087</td>
<td>99,169</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>721</td>
<td>Accommodation</td>
<td>4.3</td>
<td>6,037</td>
<td>200,260</td>
</tr>
</tbody>
</table>

The average “DART” (Days Away, Restricted and Transferred) for private sector employers in 2012 was 2.1. Cal/OSHA’s High Hazard Industry threshold is >200% of the private sector average, or >4.2.

Note: The industries with the NAICS codes listed below will not be targeted because their DARTs are ≤200% of the private sector average.

(1) 31213  Wineries    3.8  1,268  28,380
(2) 332323  Ornamental and architectural metal work manufacturing  2.8  235  3,066
Globally Harmonized System
Hazard Communication
Pictograms

WHAT DOES THIS SYMBOL MEAN?
### Pictograms

<table>
<thead>
<tr>
<th>GHS Pictograms and Hazard Classes</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Pictogram" /></td>
</tr>
<tr>
<td>Oxidizers</td>
</tr>
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<tr>
<td></td>
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<td></td>
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<tr>
<td>Acute toxicity (severe)</td>
</tr>
<tr>
<td>Carcinogen</td>
</tr>
<tr>
<td>Respiratory Sensitizer</td>
</tr>
<tr>
<td>Reproductive Toxicity</td>
</tr>
<tr>
<td>Target Organ Toxicity</td>
</tr>
<tr>
<td>Mutagenicity</td>
</tr>
<tr>
<td>Aspiration Toxicity</td>
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<tr>
<td>Irritant</td>
</tr>
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<tr>
<td></td>
</tr>
</tbody>
</table>
## GHS Deadlines

<table>
<thead>
<tr>
<th>Effective Completion Date</th>
<th>Requirement(s)</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 1, 2013</td>
<td><strong>Train employees</strong> on the new label elements and safety data sheet (SDS) format.</td>
<td>Employers</td>
</tr>
<tr>
<td>June 1, 2015</td>
<td>Compliance with all modified provisions of this final rule, except:</td>
<td>Chemical manufacturers, importers, distributors and employers</td>
</tr>
<tr>
<td>December 1, 2015</td>
<td>The Distributor shall not ship containers labeled by the chemical manufacturer or importer unless it is a GHS label</td>
<td></td>
</tr>
<tr>
<td>June 1, 2016</td>
<td>Update alternative workplace labeling and hazard communication program as necessary, and provide additional employee training for newly identified physical or health hazards.</td>
<td>Employers</td>
</tr>
<tr>
<td>Transition Period to the effective completion dates noted above</td>
<td>May comply with either 29 CFR 1910.1200 (the final standard), or the current standard, or both</td>
<td>Chemical manufacturers, importers, distributors, and employers</td>
</tr>
</tbody>
</table>
§3395 HEAT ILLNESS PREVENTION

What you REALLY need to know
Since 1991, over 10,000 heat-related deaths have been reported in the U.S.

Summer 2005, in California
- 12 heat-related deaths (25 Injuries)
- From May to September (5 months)

Heat Illness Standard Adopted by Cal/OSHA in 2006
Scope & Application

- Applies to all Outdoor Places of Employment
  - Agriculture
  - Construction
  - Landscaping
  - Oil & Gas Extraction
  - Transportation
    - Delivery of agricultural products, construction materials or other heavy materials except for employment that consists of operating an air-conditioned vehicle and does not include loading or unloading.
Requirements - Water

- Quantity
  - 1 quart of water per employee, per hour, per shift

- Quality
  - “Fresh, pure, suitably cool and provided to employees free of charge.”
  - No sprinklers, fire equipment, hoses
  - Temperature greater than 90°, use ice

- Availability
  - Adequate water is required at all times and must be made available at no cost to the employee
  - Full water requirement not available at the beginning of the work shift
    - Procedures for replenishment
    - Containers should not reach 50% empty
Requirements - Water

- **Distance**
  - "As close as practicable to the areas where employees are working."
  - If distance is questioned:
    - Ask supervisor specific factors considered in water placement locations

- **Portable Containers**
  - Allowed
    - Clean and maintained
    - Refilled by Employer-compliant water source
    - Never Empty
Requirements - Shade

- Presence of shade
  - Outdoor temperature in the work areas exceeds 80°

- Quality
  - Open to the air or mechanically ventilated or cooled
  - An employees shadow is not cast
    - Blockage of Direct Sunlight

- Located
  - As close as practicable to areas where employees are working

- Amount
  - Enough to accommodate the number of employees on recovery or rest periods.
Requirements - Shade

□ Designed

▶ Employees can sit in a normal posture fully in the shade without having to be in physical contact with each other or the ground

□ Shade Available During Meal Periods

▶ At least enough to accommodate the number of employees on the meal period who will remain onsite

▶ Location of shade does not deter or discourage access or use

□ “Vehicular Shade”

▶ The interior of a vehicle can be considered shade:
  ▪ Working, effective air conditioning system
  ▪ Remains on for the entire work shift
Requirements - Shade

- **Availability**
  - Even if the temperature does not exceed 80°, employers must provide timely access to shade when requested by an employee.

- **Temperature Prediction**
  - Previous-Day High Temperature
  - Interval Monitoring

- **Regardless of predicted temperature**
  - Previous day
  - Current day

- Employer/Employer Representative is expected to know the actual temperature at the work site.
Requirements - Shade

- **Access**
  - “Reasonable access to shade based on the need for cooling the body in hot weather”
    - Higher temperature = more employees in the shade
  - Cal/OSHA: Time it realistically takes to get to shade is the critical consideration

- **Erecting shade is problematic or creates a hazard**
  - Next to ravine or ditch
  - High winds
  - Employees moving from site-to-site

- **Devise alternative solution – No Exemptions**
  - Documented
Preventative Cool-Down Rest

- No less than 5 minutes
  - Allowed at all times
    - Cannot be denied
  - Designed to protect against overheating
- Must be monitored and asked if they are experiencing symptoms of heat illness
  - Encouraged to remain in the shade
  - Not ordered back to work until symptoms subside.
Requirements – High-Heat

- **Activated**
  - Temperature = or > 95°
  - Activation process/procedures must be in writing
    - Communication
    - Observation
    - Reminder

- **Communication**
  - Ensure effective communication by voice, observation, or electronic means is maintained so that employees can contact a supervisor when needed
    - Electronic device (cell phone, text messaging) may be used only if reception in the area is reliable
Requirements – High-Heat

- **Observation**
  - Employees for alertness and signs or symptoms of heat illness
    - 1 Supervisor for every 20 employees
    - Mandatory Buddy System
    - Regular Communication with the INDIVIDUAL EMPLOYEE by radio or cell phone
    - Other effective Means

- **Reminder**
  - Employees throughout the shift to drink plenty of water
  - **Pre-Shift Meetings**
    - Prior to the commencement of work
      - Review High-Heat Procedures
      - Encourage Water Intake
      - Right to Take Preventative Cool-Down Rests when Needed
Requirements – High-Heat

- **Agriculture**
  - Mandatory 10-minute cool-down period every 2 hours
Requirements - Training

- Two types of training
  - Employee Training (Non-Supervisor)
  - Supervisor Training
  - Very different in content, both are required

- Non-Supervisor
  - Environmental Risk Factors for Heat Illness
    - Heat load from exertion, clothing and PPE
  - Personal Risk Factors for Heat Illness
  - Concept and methods of acclimatization
  - Employers responsibilities
    - Water
    - Shade
    - Access to First Aid
    - Exercise Rights Without Fear or Retaliation
Non-Supervisor (Continued)

- The Importance of Drinking Water
- Types of Heat Illness
- Signs and Symptoms of Heat Illness
- Appropriate First Aid/Emergency Response for each type of Heat Illness
- Heat Illness may progress quickly from mild symptoms to a serious, life-threatening illness
Requirements - Training

- **Supervisor**
  - All Non-Supervisor Training
  - How to Monitor the Weather
  - Emergency Response Practices
    - What procedures to follow when an employee exhibits signs or reports symptoms of possible heat illness

- **Training Effectiveness**
  - Not based on correct or incorrect
    - Training was received (is it being conducted)
    - Cover required content (at a minimum)
    - Sufficient understanding of training information
Requirements – Emergency Procedures

- **On-site Response**
- **Reacting to heat illness**
  - Moving to shaded area
  - Trying to cool person down
  - What to do based upon degree of heat illness
    - Heat rash, heat cramps, heat exhaustion, heat stroke
  - First Aid/CPR certified personnel

- **Professional Response**
  - Method of communication
  - What to communicate

- **Directions to Worksite**
  - Physical address
  - Street to the north, south, east, west?
Requirements – Acclimatization

- Physiological process
  - Time needed to adapt to increasing environmental heat load
- Occurs naturally every summer
  - Different for every person
  - Between 5 and 14 days when the body is exposed to heat for more than two hours
Requirements – Acclimatization

- All employees to be closely observed during a “Heat Wave.”
  - **Heat Wave**: Any day in which the predicted high temperature for the day will be at least 80-degrees and at least 10 degrees higher than the average high daily temperature in the preceding 5 days.
  - **Newly assigned employees** for the first 14 days of employment.

- **NOTE: REMOVED!!**
  - Supervision of a new employee for the first 14 days of employment unless the employee has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.
Requirements – Written

- Detail how your company will:
  - Provide Water
  - Provide Access to Shade
  - Institute High-Heat Procedures
  - Train both Employees and Supervisors
    - Content of Training
  - Respond to Heat Illness
  - Provide Clear and Concise Directions to the worksite to EMS

- Can be integrated into IIPP
  - Appendix
  - MUST be effective
  - Evaluated as part of IIPP

- Be at the worksite
  - Immediately available upon request

- In English and the language understood by the majority of employees
Heat Illness: Indoor

- Cal/OSHA found 49-year-old warehouse employee had become dizzy and nauseous
  - Working in 90-degree temperatures inside building
  - Employer failed to recognize the symptoms as heat-related or address conditions that led to the worker’s illness
    - Required to be addressed in an effective Injury and Illness Prevention Program (IIPP)
  - Every employer in California is required to have an IIPP
    - Addresses safety hazards associated with specific work site.
    - If heat is a hazard in an indoor workplace, then the IIPP is required to address preventive measures to protect employees from the heat
Cal/OSHA Update

- Forklifts: Effective July 1, 2014
  - (l) Loads of excessive width, length or height shall be so balanced, braced, and or secured as to prevent tipping and falling. Only stable or safely arranged loads shall be handled.
Hand Protection:
- Effective July 1, 2014
- (a) Employers shall select, provide and require employees to use appropriate hand protection when employee’s hands are exposed to hazards such as those from skin absorption of harmful substances, cuts or lacerations, abrasions, punctures, chemical burns, thermal burns, radioactive materials, and harmful temperature extremes.
- EXCEPTION: Hand protection for cuts, lacerations, and abrasions shall not be required when the employer’s personal protective equipment hazard assessment, required by Section 3380(f) of this Article, determines that the risk of such injury to the employee’s hands is infrequent and superficial.
- (b) Hand protection, such as gloves, shall not be worn where there is a danger of the hand protection becoming entangled in moving machinery or materials.
Operating Rules for Compaction Equipment: Effective July 1, 2014

§ 4355. Operating Rules for Compaction Equipment
(c) Mobile Collection/Compaction Equipment.
(1) The operator shall be instructed to ascertain that all individuals are clear of the point of operation or any pinch points before actuating the controls, and shall be ready to stop the packing cycle of loading operation.
(2) No employee shall be positioned in the path of the moving vehicle, standing on front or rear steps or on side steps, or in any other location where the employee cannot be seen by the vehicle operator and is subject to being struck by the vehicle or being thrown off the vehicle.
(3) No employee shall be permitted to ride on loading sills, collection bins, containers, or attachments to the equipment located in front of the vehicle operator.
Lockout / Blockout: Group

Effective October 1, 2014

(1) When servicing and/or maintenance is performed by a crew, craft, department or other group, they shall utilize a procedure which affords the employees a level of protection equivalent to that provided by the utilization of a personal lockout or tagout device.

(2) Group lockout or tagout devices shall be used in accordance with the procedures required by subsection (g) and also in accordance with requirements that include, but are not necessarily limited to, the following:
Lockout / Blockout: Group

(A) Primary responsibility shall be vested in an authorized employee for a set number of employees working under the protection of a group lockout or tagout device (such as an operations lock);

(B) Provision shall be made for the authorized employee to ascertain the exposure status of individual group members with regard to the lockout or tagout of the machine or equipment;

(C) When more than one crew, craft, department, etc. is involved, assignment of overall job-associated lockout or tagout control responsibility shall be given to an authorized employee designated to coordinate affected work forces and ensure continuity of protection; and
Cal/OSHA Update (continued)

- Lockout / Blockout: Group
  - (D) Each authorized employee shall affix a personal lockout or tagout device to the group lockout device, group lockbox, or comparable mechanism when he or she begins work and shall remove those devices when he or she stops working on the machine or equipment being serviced or maintained.
Lockout / Blockout: Group

(i) Shift or Personnel Changes.

Specific hazardous energy control procedures (i.e. lock-out/tag-out) shall be utilized during shift or personnel changes to ensure the continuity of lockout or tagout protection, including, but not necessarily limited to, provision for the orderly transfer of lockout or tagout device protection between off-going and oncoming employees, in order to minimize exposure to hazards from the unexpected energization or start-up of the machine or equipment, or the release of stored energy.
§4542. Mixers effective October 1, 2014

(e) Vertical food mixers with a bowl size of 30 quarts or larger and manufactured after January 1, 2015, shall utilize a manufacturer-supplied interlocked bowl guard, or its equivalent, and be so arranged that power cannot be applied to the agitators unless the cover/enclosure and the bowl are in place on the mixer.
Recording on Cal/OSHA Log

- “Log 300”

**Cal/OSHA Form 300 (Rev. 7/2007)**

**Log of Work-Related Injuries and Illnesses**

<table>
<thead>
<tr>
<th>(A) Case no.</th>
<th>(B) Employee’s name</th>
<th>(C) Job title (e.g., Welder)</th>
<th>(D) Date of injury or onset of illness (e.g., assualt/injury)</th>
<th>(E) Where the event occurred (e.g., falling down, struck by)</th>
<th>(F) Describe injury or illness, parts of body affected, and amount of illness that directly or indirectly caused injury or illness (e.g., Second degree burns on right forearm from airplane crush)</th>
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<tbody>
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</tbody>
</table>

**Classify the case**

Using these four categories, check only the most serious result for each case:

- (G) Reassign to other work
- (H) Transfer or promotion
- (I) Other
- (J) Death

- (K) Days away from work
- (L) Medical care only
- (M) Total job loss

Check the “injury” column or choose one type of injury:
Cal/OSHA Recording

- Does not mean employer or employee
  - At fault
  - A Cal/OSHA regulation has been violated
  - Employee is eligible for workers' compensation or other benefits

(§14300)
General Recording Criteria

- Based upon “work relatedness”
- Results in one or more of the following:
  - Death
  - Days away from work
  - Restricted work or transfer to another job
  - Medical treatment beyond first aid
  - Loss of consciousness
  - Significant injury or illness diagnosed by a physician or other licensed health care professional

(§14300.7)
Exemptions

- Less than 10 employees (§14300.1)
  - Organization, year
- Industries (§14300.2)
- CHANGED January 1, 2015!!!
<table>
<thead>
<tr>
<th>SIC Code</th>
<th>Industry Description</th>
<th>SIC Code</th>
<th>Industry Description</th>
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<tbody>
<tr>
<td>525</td>
<td>Hardware Stores</td>
<td>731</td>
<td>Advertising Services</td>
</tr>
<tr>
<td>542</td>
<td>Meat and Fish Markets</td>
<td>732</td>
<td>Credit Reporting and Collection Services</td>
</tr>
<tr>
<td>544</td>
<td>Candy, Nut, and Confectionery Stores</td>
<td>733</td>
<td>Mailing, Reproduction and Stenographic Services</td>
</tr>
<tr>
<td>545</td>
<td>Dairy Products Stores</td>
<td>737</td>
<td>Computer and Data Processing Services</td>
</tr>
<tr>
<td>546</td>
<td>Retail Bakeries</td>
<td>737</td>
<td>Computer and Data Processing Services</td>
</tr>
<tr>
<td>549</td>
<td>Miscellaneous Food stores</td>
<td>738</td>
<td>Miscellaneous Business Services</td>
</tr>
<tr>
<td>551</td>
<td>New and Used car Dealers</td>
<td>764</td>
<td>Reupholstery and Furniture Repair</td>
</tr>
<tr>
<td>552</td>
<td>Used Car Dealers</td>
<td>782</td>
<td>Motion Picture Distribution and Allied Services</td>
</tr>
<tr>
<td>554</td>
<td>Gasoline Service Stations</td>
<td>783</td>
<td>Motion Pictures Theaters</td>
</tr>
<tr>
<td>557</td>
<td>Motorcycle Dealers 783</td>
<td>784</td>
<td>Video Tape Rental</td>
</tr>
<tr>
<td>56</td>
<td>Apparel and Accessory Stores</td>
<td>784</td>
<td>Video Tape Rental</td>
</tr>
<tr>
<td>573</td>
<td>Radio, Television, and Computer Stores</td>
<td>791</td>
<td>Dance Studios, Schools, and Halls</td>
</tr>
<tr>
<td>58</td>
<td>Eating and Drinking Places</td>
<td>792</td>
<td>Producers, Orchestras, Entertainers</td>
</tr>
<tr>
<td>591</td>
<td>Drug Stores and Proprietary Stores</td>
<td>793</td>
<td>Bowling Centers</td>
</tr>
<tr>
<td>592</td>
<td>Liquor Stores</td>
<td>801</td>
<td>Offices and Clinics of Medical Doctors</td>
</tr>
<tr>
<td>594</td>
<td>Miscellaneous Shopping Goods Stores</td>
<td>802</td>
<td>Offices and Clinics of Dentists</td>
</tr>
<tr>
<td>599</td>
<td>Retail Stores, Not Elsewhere Classified</td>
<td>803</td>
<td>Offices of Osteopathic</td>
</tr>
<tr>
<td>60</td>
<td>Depository Institutions (banks and savings institutions)</td>
<td>804</td>
<td>Offices of Other Health Practitioners</td>
</tr>
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<td></td>
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<td>807</td>
<td>Medical and Dental Laboratories</td>
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<tr>
<td>61</td>
<td>Nondepository</td>
<td>809</td>
<td>Health and Allied Services, Not Elsewhere Classified</td>
</tr>
<tr>
<td>62</td>
<td>Security and Commodity Brokers</td>
<td>81</td>
<td>Legal Services</td>
</tr>
<tr>
<td>63</td>
<td>Insurance Carriers</td>
<td>82</td>
<td>Educational Services (schools, colleges, universities and libraries)</td>
</tr>
<tr>
<td>64</td>
<td>Insurance Agents, Brokers and Services</td>
<td>832</td>
<td>Individual and Family Services</td>
</tr>
<tr>
<td>653</td>
<td>Real Estate Agents and Managers</td>
<td>835</td>
<td>Child Day Care Services</td>
</tr>
<tr>
<td>654</td>
<td>Title Abstract Offices</td>
<td>839</td>
<td>Social Services, Not Elsewhere Classified</td>
</tr>
<tr>
<td>67</td>
<td>Holding and Other Investment Offices</td>
<td>841</td>
<td>Museums and Art Galleries</td>
</tr>
<tr>
<td>722</td>
<td>Photographic Studios, Portrait</td>
<td>841</td>
<td>Museums and Art Galleries</td>
</tr>
<tr>
<td>723</td>
<td>Beauty Shops</td>
<td>86</td>
<td>Membership Organizations</td>
</tr>
<tr>
<td>724</td>
<td>Barber Shops</td>
<td>87</td>
<td>Engineering, Accounting, Research, Management, and Related Services</td>
</tr>
<tr>
<td>725</td>
<td>Shoe Repair and Shoeshine Parlors</td>
<td>899</td>
<td>Services, Not Elsewhere Classified</td>
</tr>
<tr>
<td>726</td>
<td>Funeral Service and Crematories</td>
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<td></td>
</tr>
<tr>
<td>729</td>
<td>Miscellaneous Personal Services</td>
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</table>
## Industries That WILL Participate

<table>
<thead>
<tr>
<th>NAICS Code</th>
<th>Title of NAICS Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>3118</td>
<td>Bakeries and tortilla manufacturing</td>
</tr>
<tr>
<td>4411</td>
<td>Automobile dealers</td>
</tr>
<tr>
<td>4413</td>
<td>Automotive parts, accessories, and tire stores</td>
</tr>
<tr>
<td>4441</td>
<td>Building material and supplies dealers</td>
</tr>
<tr>
<td>4452</td>
<td>Specialty food stores</td>
</tr>
<tr>
<td>4453</td>
<td>Beer, wine, and liquor stores</td>
</tr>
<tr>
<td>4539</td>
<td>Other miscellaneous store retailers</td>
</tr>
<tr>
<td>4543</td>
<td>Direct selling establishments</td>
</tr>
<tr>
<td>5311</td>
<td>Lessors of real estate</td>
</tr>
<tr>
<td>5313</td>
<td>Activities related to real estate</td>
</tr>
<tr>
<td>5322</td>
<td>Consumer goods rental</td>
</tr>
<tr>
<td>5324</td>
<td>Commercial and industrial machinery and equipment rental and leasing</td>
</tr>
<tr>
<td>5419</td>
<td>Other professional, scientific, and technical services</td>
</tr>
<tr>
<td>5612</td>
<td>Facilities support services</td>
</tr>
<tr>
<td>5617</td>
<td>Services to buildings and dwellings</td>
</tr>
<tr>
<td>5619</td>
<td>Other support services</td>
</tr>
<tr>
<td>6219</td>
<td>Other ambulatory health care services</td>
</tr>
<tr>
<td>6241</td>
<td>Individual and family services</td>
</tr>
<tr>
<td>6242</td>
<td>Community food and housing, and emergency and other relief services</td>
</tr>
<tr>
<td>7111</td>
<td>Performing arts companies</td>
</tr>
<tr>
<td>7113</td>
<td>Promoters of performing arts, sports, and similar events</td>
</tr>
<tr>
<td>7121</td>
<td>Museums, historical sites, and similar institutions</td>
</tr>
<tr>
<td>7139</td>
<td>Other amusement and recreation industries</td>
</tr>
<tr>
<td>7223</td>
<td>Special food services</td>
</tr>
<tr>
<td>8129</td>
<td>Other personal services</td>
</tr>
</tbody>
</table>
Reporting Injuries

- CCR, Title 8, Section 342:
  - Report fatality / serious injury or illness immediately
    - Loss of member of the body (amputation: NOW INCLUDES AVULSION; loss of eye)
    - Serious degree of permanent disfigurement (crushing or severe burn type injuries)
    - In-patient hospitalization in excess of 24 hours for other than observation
  - Minimum civil penalty $5,000

- LC 6409.2
  - State, County or Local Fire / Police
  - Required to Report
  - DOSH Notify Prosecuting Authority

All Employers
Even Those Exempt from OSHA
Recordkeeping

Changed FED-OSHA
Reporting Injuries

- Do not report:
  - Highway or public street motor vehicle accidents
  - Commercial aircraft, train, or bus
Why Safety?

- Compliance
- Profit
- Efficiency
- Productivity
- Absenteeism
- Morale
- Right Thing to Do
Resources

- Express Employment Professionals
  - Sherie Garcia, Relationship Manager
  - (626) 339-2200

- Programs
- Training
- Site Inspections
- On-site Consultation
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