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Cal/OSHA 2024 Regulatory Updates

- Silica Emergency Temporary Standard T8 CCR 5204
- Workplace Violence Prevention in General Industry LC 6401.9
- Indoor Heat Illness Prevention T8CCR 3396




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Crystalline Silica Emergency Temporary Standard (ETS)




T8CCR Section 5204



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Where it's found

- A common mineral
- Sand, stone (granite), concrete, and mortar
- Glass, pottery, ceramics, bricks, and countertops (artificial stone)
 - Any manufactured stone, porcelain, or quartz.
Commonly made by binding crushed stone with a binding material to form a slab
- Foundries, abrasive blasting, and fracking

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Where it's found

| Material | Percent Crystalline Silica |
|------------------|----------------------------|
| Artificial Stone | More than 93% |
| Quartzite | 95% |
| Sandstone | 60% |
| Granite | 10 to 45% |



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The health concerns

"Respirable" particles: sawing, grinding, drilling, crushing, abrasive blasting

- Silicosis
- Lung cancer
- Chronic obstructive lung disease (COPD)
- Kidney and autoimmune diseases
 - Increased risk of latent TB activation



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The health concerns



- Increase in artificial stone fabrication
- Epidemic of silicosis among artificial stone fabrication workers
- Existing regulation:
 - Employer non-compliance
 - Inadequate for artificial stone hazard
 - PELs may not protect all employees



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Before the ETS



- October 2016
 - General Industry (5204)
 - Construction (1532.3)
- PEL reduced + Action Level created
- Worker exposure assessments
 - Initial + scheduled + changes
 - Objective information
- Regulated areas
 - >PEL
 - Signs
- Medical surveillance

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Essential hazard control sequence



1. **Substitute**
2. **Engineer**
 - Isolate
 - Water
 - Local Ventilation
3. Work practices
4. Administrative
5. Respirators

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Before the ETS

- Worker airborne exposure controls
 - Engineering and work practices
 - Wet or local ventilation (where feasible)
 - Housekeeping
 - HEPA vac or wet sweep - no dry sweeping (where feasible)
 - No compressed air – unless with ventilation or no alternative
 - "Appropriate" respirator
 - Written worker exposure control plan





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ETS changes

"High-exposure trigger tasks"

- Artificial stone >0.1% crystalline silica
- Natural stone >10% crystalline silica
- Includes clean up and handling of debris



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High-risk exposure tasks

- 5204 applies (vs. 1532.3 Table 1)
- Exposure assessments
 - Initial + ongoing
 - No objective information
 - Proper methods
- Always done in regulated areas
 - Changes to sign language (English/Spanish)

DANGER
RESPIRABLE CRYSTALLINE SILICA
CAUSES PERMANENT LUNG DAMAGE THAT MAY LEAD TO DEATH
MAY CAUSE CANCER
WEAR RESPIRATORY PROTECTION IN THIS AREA
AUTHORIZED PERSONNEL ONLY

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High-risk exposure tasks

- Engineering and work practice controls
 - Regardless of exposure
 - **Effective wet methods only**
- **Water must** cover the entire surface of the work object that contacts the tool
 1. Constant, continuous, appropriate volume of running water. Flow rates equal or exceed manufacturer recommendations/specs
 2. Submersing the work object underwater
 3. Water jet cutting



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High-risk exposure tasks



- Housekeeping (no exceptions)
 - Wet or HEPA vac
 - Prompt - prevent visible dust build-up
 - Leak-tight containers
 - Respirator required
 - Readily available washing facilities
- Prohibitions
 - Compressed air
 - Dry sweeping
 - Employee rotation
 - Moving equipment through debris

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High-risk exposure tasks




- Written exposure control plan
 - Air monitoring records
 - Proper PPE donning/doffing procedures
 - Document carcinogen reporting to Cal/OSHA
 - Training procedures
- Imminent hazard = Order Prohibiting Use (OPU)
 - No wet methods
 - Prohibitions
 - No respirators
 - Not reporting of silica or carcinogen use

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High-risk exposure tasks



- Medical surveillance
 - PLHCP/specialist
- Respirators
 - Full face, tight-fitting PAPR (equal or greater protection)
 - Loose fitting PAPR or full-face APR if <AL
 - Full face tight-fitting SAR in pressure demand if silica diagnosis or PLHCP requires
 - Silica: N, R, or P-100
 - Artificial stone: combination OV cartridge
 - Change-out schedule

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High-risk exposure tasks

- Employee information and training
 - Language understood by employees and appropriate for education/literacy level
 - Hazcom + additional info
 - Symptoms: cough, difficult breathing, fatigue, shortness of breath, weakness, fever, chest pain, or unexplained weight loss
 - High-risk trigger task exposure controls
 - Increased smoking risks
 - TB latency
 - Reporting of symptoms

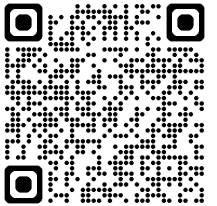


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For Additional Information

Visit the Cal/OSHA Respirable Crystalline Silica Standards and Resources Webpage:

<https://www.dir.ca.gov/dosh/respiratory-silica-FAQ.html#permissible>

- Fact sheets
- Guidance documents
- FAQs

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Workplace Violence Prevention in General Industry




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LC 6401.9(a) – (i)
Effective Date July 1, 2024.







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LABOR CODE - LAB
DIVISION 5. SAFETY IN EMPLOYMENT [§300 - 9254] (Division 5 enacted by Stats. 1937, Ch. 90.)
PART 1. OCCUPATIONAL SAFETY AND HEALTH [§300 - 8726] (Heading of Part 1 amended by Stats. 1973, Ch. 993.)
CHAPTER 3. Responsibilities and Duties of Employers and Employees [§400 - 6413.5] (Chapter 3 repealed and added by Stats. 1973, Ch. 993.)

6401.9. (a) For purposes of this section, the following definitions apply:

- (1) "Emergency" means unanticipated circumstances that can be life threatening or pose a risk of significant injuries to employees or other persons.
- (2) "Engineering controls" mean an aspect of the built space or a device that removes a hazard from the workplace or creates a barrier between the worker and the hazard.
- (3) "Log" means the violent incident log required by this section.
- (4) "Plan" means the workplace violence prevention plan required by this section.
- (5) "Threat of violence" means any verbal or written statement, including, but not limited to, texts, electronic messages, social media messages, or other online posts, or any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose.
- (6) (A) "Workplace violence" means any act of violence or threat of violence that occurs in a place of employment.
 (B) "Workplace violence" includes, but is not limited to, the following:
 - (i) The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury.
 - (ii) An incident involving a threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether the employee sustains an injury.




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New Labor Code Section 6401.9
What is "Workplace violence"?

Any act of violence or threat of violence that occurs in a place of employment.

Includes, but is not limited to:

- The threat or use of physical force against an employee
- An incident involving a threat or use of a firearm or other dangerous weapon
- Four workplace violence types: Type 1, Type 2, Type 3, Type 4

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New Labor Code Section 6401.9
 Workplace violence types

Type 1 violence - Workplace violence committed by a person who has no legitimate business at the worksite...

Type 2 violence - Workplace violence directed at employees...

Type 3 violence - Workplace violence against an employee by a present or former employee..

Type 4 violence - Workplace violence committed in the workplace by a person who does not work there, but has a personal relationship...

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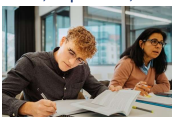


New Labor Code Section 6401.9
 What does this mean for covered employers?

LC 6401.9 **applies to all employers, employees, places of employment, and employer-provided housing**...except:

- Exemptions listed under LC 6401.9 (b)(2)

LC 6401.9 (c) (1)(A) Covered employers must establish, implement, and maintain a Workplace Violence Prevention Plan (WVPP).





- The WVPP must be:
 - **Written**
 - **Available and accessible**
 - **In effect at all times**
- The WVPP may be incorporated into IIPP or maintained separately

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New Labor Code Section 6401.9
Workplace Violence Prevention Plan (WVPP) requirements:

- Responsibility
- Employee active involvement
- Employee compliance
- Communication with employees
- Coordination with other employers
- Incident reporting
- Emergency response procedures
- Workplace violence hazard identification and evaluation








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New Labor Code Section 6401.9
Workplace Violence Prevention Plan (WVPP)
requirements:




- Workplace violence hazard correction
- Post incident response and investigation
- Training and instruction
 - ER WVPP
 - Copy of WVPP
 - EE Participation
 - LC 6401.9
 - Reporting
- Workplace violence hazards
- Violent incident log
- Q & A on WVPP






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New Labor Code Section 6401.9
Workplace Violence Prevention Plan (WVPP)
requirements:





- Access to the written wvpp
- Recordkeeping
 - **Violent Incident Log**
- Employee access to records
- Review and revision of the wvpp
 - Annually.
 - When a deficiency is observed or becomes apparent.
 - After a workplace violence incident.

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New Labor Code Section 6401.9
[Summary of required elements of LC 6401.9 subdivisions \(a\) through \(i\)](#)



- a) Definitions
- b) LC Section 6401.9 applicability, with exceptions
- c) Requires employers to establish a written WVPP
- d) Violent incident log requirements
- e) Training
- f) Recordkeeping
- g) Allows the Division to enforce by citing directly to the Labor Code

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How is WVPP different from IIPP?

- WVPP required to have effective procedures to obtain **active involvement of employees** and authorized employee representatives
 - Developing and implementing the plan
 - Identifying, evaluating, and correcting workplace violence hazards
 - Training
 - Reporting and investigating
- **Violent incident log**
- **Recordkeeping requirements**

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Workplace Violence Prevention Resources

[Workplace Violence Prevention](#) [Back to categories](#)

- Guidelines for Security & Safety of Health Care and Community Service Workers
- Model Written Workplace Violence Prevention Plan for General Industry (Non-Health Care Settings)
- Workplace Violence Prevention in Agricultural Operations for Employers Fact Sheet
- Workplace Violence Prevention in Agricultural Operations for Workers Fact Sheet
- Workplace Violence Prevention for General Industry (Non-Health Care Settings) for Employers Fact Sheet
- Workplace Violence Prevention for General Industry (Non-Health Care Settings) for Workers Fact Sheet





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Heat Illness Prevention for Indoor Workers - What Employers Need to Know




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Why heat matters?

- Heat is the leading climate-related killer
- Studies show heatwaves trending hotter, longer, and more frequent with less overnight relief
- Studies of worker's compensation data show there are over 1000 heat-related illnesses each year in California

Weather Fatalities 2022

Weather Fatalities for 2022
 10 Year Average (2012-2021)
 10 Year Average (1992-2020)

*Due to an enhanced focus on the reporting of official heat fatalities in our jurisdiction, this number will likely rise in subsequent updates. The fatalities, injuries, and illness statistics listed under "Heatstroke" include all fatalities and illnesses attributed to heatstroke.

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What is Heat Illness?

Heat illness is a serious medical condition resulting from the body's inability to cope with a heat load.

Types of heat illness include:

- heat cramps
- heat exhaustion
- heat stroke, which can lead to death

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What is Heat Illness?

Some symptoms of heat illness include:

- Headache, fatigue, dizziness, confusion, muscle pain and spasms, elevated heart rate, heavy sweating, hot/dry skin, nausea/vomiting, and fainting/unconsciousness.



The longer a person goes without assistance in excessive heat, the more likely they are to become seriously ill.

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Risk Factors for Heat Illness?



- Age, weight, level of physical fitness
- Degree of acclimatization and metabolism
- Use of alcohol or drugs or medications
- Dehydration
- Medical Conditions (diabetes, hypertension)

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Title 8 CCR Section 3395 – Outdoor Heat Illness Prevention



- Regulation has remained unchanged since 2015.
- Some requirements of the standard:
 - Access to Water
 - Access to Shade
 - High Heat Procedures
 - Acclimatization
 - Employee and Supervisory Training
 - Written Procedures Including Emergency Response

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Title 8 CCR Section 3396 – Indoor Heat Illness Prevention

- Establishes required safety measures for indoor places of employment
- Applies to most workplaces where the indoor temperature reaches 82°F.
- Effective on July 23, 2024

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Title 8 CCR Section 3396 – Indoor Heat Illness Prevention

Some requirements of the standard:

- Access to drinking water and cool-down areas
- Assess and measure temperature and heat index
- Implement control measure when certain conditions are met
- Acclimatization
- Employee and Supervisory Training
- Provide timely emergency response and aid
- Have a written indoor heat illness prevention plan that includes procedures for how the above items will be implemented



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Scope

(a)(1) $\geq 82^{\circ}\text{F}$: Entire regulation **except** subsection (e) "Assessment and Control Measures"

(a)(2) Entire regulation **including** subsection (e) $\geq 87^{\circ}\text{F}$ or $\geq 87^{\circ}\text{F}$ heat index

$\geq 82^{\circ}\text{F}$ for:

- (a)(2)(C) Clothing restricts heat removal
- (a)(2)(D) High radiant heat areas



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Definition of "INDOOR"

- Space that is under a ceiling or overhead covering that restricts airflow and is enclosed along its entire perimeter by walls, doors, windows, dividers, or other physical barriers that restrict airflow, whether open or closed
- All work areas that are not indoor are considered outdoor and covered by section 3395, Heat Illness Prevention in Outdoor Places of Employment



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What must employers do?

Heat Illness Preventative Measures

Access to Water

- Potable drinking water must be made available at no cost to all employees
- Maintain, at all times, sufficient quantities of pure and cool potable drinking water (i.e. enough to provide at least one quart per employee per hour for the entire shift)
- Located as close to work areas and cool-down areas
- Encourage the frequent drinking of water



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What must employers do?

Heat Illness Preventative Measures

Cool-Down Areas

- Access to at least one cool-down area
- Cool-down areas must be kept at less than 82°F and shielded from other high-radiant heat sources
- Large enough to accommodate the number of workers on rest breaks so they can sit comfortably without touching each other
- Close as possible to the work areas



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What must employers do?

Heat Illness Preventative Measures

Acclimatization

- All employees shall be closely observed by a supervisor or designee during heat waves when no effective engineering controls are in use to lower temperature.
- Employees newly assigned to high heat areas shall be closely observed by a supervisor or designee for the first 14 days of employment.






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What must employers do?

Heat Illness Preventative Measures

Assess and measure temperature

- Measure the temperature and heat index. Record whichever is greater
- Identify & evaluate other heat illness environmental risk factors
- Active involvement of employees in this assessment

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What must employers do?

Heat Illness Preventative Measures

Implement control measure when certain conditions are met

These conditions are when:

- Temperature or heat index is 87°F or higher.
- Temperature is 82°F or higher and employees are either
 - Wearing clothing that restricts heat removal or
 - Working in an area with high radiant heat.
- Control measures minimize the risk of heat illness and are engineering controls, administrative controls, and personal heat-protective equipment.

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What must employers do?

Heat Illness Preventative Measures

Control measures

Control measures are a way to minimize the risk of heat illness. They include:

- Engineering Controls
- Administrative Controls
- PPE

Source: NIOSH.




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What must employers do?
Heat Illness Preventative Measures

“ENGINEERING CONTROL” means
Control or device that removes or reduces hazardous conditions or creates a barrier between the employee and hazard.








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What must employers do?
Heat Illness Preventative Measures

Examples of **ENGINEERING CONTROLS**:

- Isolation of hot processes
- Isolation of employees from sources of heat
- air conditioning
- Cooling fans, cooling mist fans, evaporative coolers
- Natural ventilation (when cooler outdoors)
- Local exhaust ventilation
- Shielding from a radiant heat source
- Insulation

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What must employers do?

“ADMINISTRATIVE CONTROL” means
Method to limit exposure to a hazard by adjustment of work procedures, practices, or schedules.



Prevent Heat Illness at Work



Ease into Work, Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.

Build a tolerance to heat by increasing intensity by 20% each day.




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What must employers do?

Examples of ADMINISTRATIVE CONTROLS:

- acclimatizing employees
- rotating employees
- scheduling work earlier or later in the day
- using work/rest schedules
- reducing work intensity or speed
- reducing work hours
- changing required work clothing
- using relief workers



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What must employers do?

Heat Illness Preventative Measures

Examples of Personal Heat-protective Equipment

- Water- or air-cooled garments, cooling vests, jackets, and neck wraps. The cooling source can be reusable ice packs or cooled air connected to an external source
- Supplied-air personal cooling systems
- Insulated suits
- Heat-reflective clothing
- Infrared reflecting face shields.



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What must employers do?

Heat Illness Preventative Measures

Training

- Risk factors for heat illness
- The employer's procedures for complying with this regulation
- The importance of frequent water consumption and acclimatization.
- Signs and symptoms of the different types of heat illness
- The importance of employees immediately reporting to the employer signs and symptoms of heat illness in themselves or co-workers.
- The employer's procedures for responding to signs and symptoms of heat illness, such as first aid.
- Emergency response procedures, including contacting emergency medical services with clear directions to the worksite.
- Prior to supervising employees, the supervisor must be trained in all of the information listed above and how to monitor and respond to hot weather reports, if the work area is affected by outdoor temperatures.






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What must employers do?
Heat Illness Preventative Measures

Emergency Response and Aid

- Provide first aid or emergency response to any workers showing heat illness signs or symptoms, including contacting emergency medical services.
- Designate one or more employees to call for emergency services
- Supervisor to take immediate, appropriate action
- If indicators of serious heat illness, implement emergency response procedures
- Employees exhibiting or reporting signs or symptoms of heat illness shall be monitored and not left alone. Onsite first aid or appropriate emergency medical services shall be offered
- Contact emergency medical services and ensure that clear and precise directions to the site can be provided

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What must employers do?
Heat Illness Preventative Measures

Written indoor heat illness prevention plan
This includes how heat illness prevention procedures will be implemented



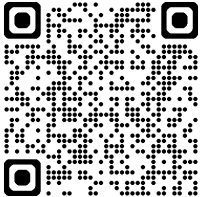


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For Additional Information

Visit the Cal/OSHA Heat Illness Webpage:
<http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>

- Fact sheets, guidance documents, FAQs
- Updated Heat Illness Prevention Model Plan
 - Includes combined indoor & outdoor plan
- eTools



Contact us by email:
heat@dir.ca.gov




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Indoor Heat Illness Prevention Resources

Cal/OSHA Heat Illness Prevention Guidance and Resources

Indoor Heat Requirements

On June 20, 2024, the Occupational Safety and Health Standards Board approved California Code of Regulations, Title 8, section 3396, "Heat Illness Prevention in Indoor Places of Employment." This standard applies to most workplaces where the indoor temperature reaches 82°F. It establishes required safety measures for indoor workplaces to prevent worker exposure to risk of heat illness. The Office of Administrative Law (OAL) has 30 working days to review the proposal. The Standards Board requested that the regulation take effect immediately after OAL approval.

For outdoor heat illness prevention, refer to Title 8, section 3395.

Below is information about the current Outdoor Heat Illness Prevention Standard, and the pending Indoor Heat Illness Prevention Standard. The Indoor Heat standard was approved on June 20 and is pending review by the Office of Administrative Law (OAL). OAL has 30 working days to review the proposal.

Comparison of Indoor and Outdoor Heat Illness Prevention Standards

Cal/OSHA

Emergency Response

- Axian Influenza (HSN) Guidance and Resources
- Respirable Crystalline Silica Standards and Resources
- Emergency Temporary Standard on Respirable Crystalline Silica for General Industry
- Worker Safety and Health in Wildfire Regions

Quick Links

- File a workplace safety complaint
- Obtain a free consultation
- Important Cal/OSHA updates
- Public records requests
- Cal/OSHA Training Academy
- OSHA Log 300 Reporting

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Comparison Table

| Requirement | Outdoor Heat (TBCCR 3395) | Indoor Heat (TBCCR 3396) |
|--|--|--|
| Scope and Application | <ul style="list-style-type: none"> Applies to outdoor workplaces | <ul style="list-style-type: none"> Applies to indoor workplaces when the indoor temperature is greater than 82°F |
| Provide Clean Drinking Water | <ul style="list-style-type: none"> Provide access to potable water that is fresh, suitably cool, and free of charge Located as close as possible to work areas | <ul style="list-style-type: none"> Provide access to potable water that is fresh, suitably cool, and free of charge Located as close as possible to work areas and cool-down areas |
| Access to Shade and Cool-Down Areas | <ul style="list-style-type: none"> For outdoor workplaces, shade must be present when temperatures are greater than 80°F. When temperatures are less than 80°F, shade must be available upon request For indoor workplaces, provide access to at least one cool-down area which must be kept at a temperature below 82°F Shade and cool-down areas must be: <ul style="list-style-type: none"> Blocked from direct sunlight Large enough to accommodate the number of workers on rest breaks so they can sit comfortably without touching each other | |

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CAL/OSHA

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Cal/OSHA Consultation Service

Cal/OSHA Consultation Services Branch

Get help from a Cal/OSHA consultant through a variety of services including:

- Free Consultation
- On-site Consultation
- Emergency Response
- Investigation
- Enforcement
- Training
- Public Records
- Compliance Assistance
- Technical Assistance
- Outreach
- Research
- Policy Development
- Regulatory Development
- Public Information
- Public Relations
- Public Affairs
- Public Inquiries
- Public Meetings
- Public Hearings
- Public Comment
- Public Notice
- Public Input
- Public Participation
- Public Engagement
- Public Consultation
- Public Review
- Public Review Process
- Public Review Process
- Public Review Process
- Public Review Process

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www.dir.ca.gov/dosh/consultation.html

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Thank you!

Contact me:
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What's Next for Cal/OSHA?

David Wesley
 Cal/OSHA Interim Deputy Chief of Enforcement

Joint Symposium - SoCal ASSP/AIHA
 October 10, 2024

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CAL/OSHA

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Proposed and New Regulations

- Silica ETS – T8CCR 5204
 - ETS
 - Refiled on May 28, 2024
 - Operative on June 27, 2024.
 - Proposed permanent respirable crystalline silica regulation
 - Public comment period closed Sept. 28, 2024
- Workplace Violence Prevention
 - Proposed no later than December 31, 2025
 - OSHSB is required to adopt no later than December 31, 2026
 - Visit the OSHSB Proposed Regulations webpage
 - QR code
- Lead in Construction T8CCR 1532.1
 - Includes PEL changes to 10µg/m³ from 50µg/m³
 - Operative on January 1, 2025
 - Amended regulation: <https://www.dir.ca.gov/oshsb/documents/Lead-032024.pdf>
 - Cal/OSHA guidance and publications documents expected in December 2025




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CAL/OSHA

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Enforcement Efforts

- Special Emphasis Programs
 - Silica Task Force
 - 64 inspections as of 09/05/2024
 - 9 OPU's issued
 - Heat Illness Prevention – 2023 stats
 - 45 confirmed heat-related illnesses reported to Cal/OSHA (down from 82 in 2022)
 - Cal/OSHA received and investigated 183 heat-related complaints (down from a high of 251 in 2022)
 - Strong continued enforcement – 257 proactive high heat inspections (a record high)
- Recruitment

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Recruitment Efforts

Cal/OSHA Jobs Webpages



<https://www.dir.ca.gov/dosh/jobs/>

Cal/OSHA developed unique webpages that are part of our Career Opportunities Portfolio on our Cal/OSHA website, which include:

- Work for Cal/OSHA
 - Overview of Cal/OSHA, benefits, and how to join our diverse team
- Become a Cal/OSHA Field Inspector
 - Description of job, application process, and links to Safety Engineer and Industrial Hygienist job exams and job bulletins
- Become a Cal/OSHA Attorney
 - Description of job opportunities, benefits, and links to job bulletins
- Become a Cal/OSHA Elevator Unit Inspector
 - Description of job, application process, and links to Elevator Safety Engineer job bulletins

Career Opportunities at Cal/OSHA

- Work for Cal/OSHA
- Become a Cal/OSHA Attorney
- Become the Deputy Chief of Consultation, Process Safety, and Engineering Services
- Become a Field Inspector
- Become an Elevator Unit Inspector

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Cal/OSHA Recruitment and Hiring

Created a webpage that provides specific details about our enforcement recruitment and hiring that contains:



- Enforcement inspector and management staffing numbers (i.e., authorized positions, staff on board, positions filled, vacancies, etc.).
- Summary of recruitment efforts

<https://www.dir.ca.gov/dosh/DOSH-Recruitment-Hiring.html>

- Pass by Cal/OSHA table for more info

| Cal/OSHA Unit | Total # of authorized positions | Staff on Board* | Percent of Positions Filled | Total Number Hired | Additions, terminations, transfers, promotions or reassignments |
|--|---------------------------------|-----------------|-----------------------------|--------------------|---|
| Administrative Services | 16 | 14 | 75% | 4 | 2 |
| Consultation | 71 | 53 | 75% | 13 | 14 |
| Enforcement | 396 | 245 | 62% | 59 | 57 |
| Engineering Services and Process Safety Management | 293 | 200 | 71% | 50 | 24 |
| Legal Unit and Bureau of Investigations | 55 | 50 | 91% | 30 | 23 |
| Research and Standards | 38 | 37 | 97% | 12 | 9 |
| Health, Safety, Research & Crane | 38 | 43 | 113% | 16 | 10 |
| Other | 38 | 43 | 113% | 16 | 10 |
| TOTAL | 885 | 642 | 72% | 185 | 139 |

Total number of positions filled for Cal/OSHA is 642 as of June 30, 2024, with an overall vacancy rate of 28%.

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Thank you!

Contact me:
David Wesley
Cal/OSHA Interim Deputy Chief
DOSHEnforcement@dir.ca.gov



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