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Subcontractors/Multi - Employer Worksites

Your company is dedicated to the safety of all workers on project sites. With respect to subcontractors, your company must mandate that all subcontractors comply with Cal-OSHA, Title 8, Construction Safety Orders when working alongside other subcontractors and your employees.

Under Cal-OSHA guidelines, a multi-employer work site is a location where more than one employer and his/her employees work, usually, but not necessarily at the same time. Most construction sites are multi-employer worksites, and therefore more than one employee is responsible for safety at these worksites.

Each employer is required to notify the other employers of hazards and to guard against exposing their own employees as well as all other employees on the site. To further ensure the safety of all employees on the job site, your company should conduct and mandate that all subcontractors conduct a Job Safety Analysis prior to beginning work and conduct periodic job site inspections while on site.

The four categories of employers who may be cited by Cal-OSHA for employee exposures to hazardous conditions are:

1. An **exposing employer** is an employer whose employees were exposed to a hazardous condition at the work site regardless of whether that employer created the hazardous condition.
2. A **creating employer** is an employer who created the hazardous condition.
3. A **controlling employer** is an employer who is responsible, by contract or through actual practice, for safety and health conditions at the work site and who has the authority to correct the violation.
4. A **correcting employer** is an employer who has the responsibility to correct the hazardous condition.

If you observe a subcontractor working in an unsafe manner or have questions, contact your supervisor.