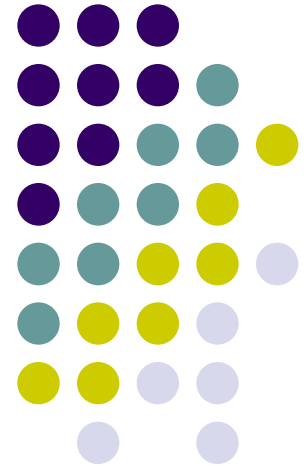




2025 “Safety Kick-Off”



Speakers: Jim Persons – Safety Pride
Larry Richmond – Mill Creek Safety

Safety “Blitz”



Agenda:

- Injury and Illness Prevention Program Update
- Postings
- Code of Safe Practices
- Stop Work Authority
- Crisis Management Plan
- Emergency Action Plan
- Workplace Violence Prevention Program
- Sexual Harassment Training
- Hazard Communication/Safety Data Sheets
- Respiratory Protection
- CPR/First Aid/Emergency Medical Plan
- Fall Protection/Ladder Safety
- Confined Spaces
- Trench/Excavation Safety
- Fire Safety
- Electrical Safety
- Machine/Equipment Operations
- Silica Exposure Control Plan
- Heat Illness – Indoor and Outdoor
- Worker Exposure to Wildfire Smoke
- Safety Audits
- Tailgate Meetings
- Multi-Employer Worksites



IIPP.....



- Recommend an “annual” review.
- Attachment A – Update (Access by Employee or Designated Representative)
- COVID-19 (Yes – it is still here !)
 - * IIPP Addendum
 - * Non-Emergency Standard (May 22, 2024)
 - * COVID-19 Workplace Assessment
 - * Employee Notification



www.dir.ca.gov (Publications)

Postings.....



Attachment B

Notice to Employees - Injuries Caused By Work (Jan. 2025)

You may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses.

An injury or illness can be caused by one event or by repeated exposures.

Benefits - Workers' compensation benefits include:

- Medical Care:
- Temporary Disability (TD) Benefits
- Permanent Disability (PD) Benefits
- Supplemental Job Displacement Benefits
- Death Benefits

Code of Safe Practices.....



The Code of Safe Practices is a set of worksite rules that stipulate how to perform job duties safely and to keep the work site safe.

The following are selected requirements:

- The employer must develop and adopt a written Code of Safe Practices. 1509(b)
- The code is general and should be used as a starting point for developing a code that fits the contractor's operations.
- It must be specific to the employer's operations. 1509(b)
- It must be posted at each job site office or be readily available at the job site. 1509(c)
- Workers, when first hired, shall be given instructions regarding the hazards and safety precautions and directed to read the Code of Safe Practices. 1510(a)
- Supervisors shall conduct "toolbox" or "tailgate" safety meetings, or the equivalent, with their crews at least every 10 working days to emphasize safety.



Stop Work Authority.....



Attachment C:

The purpose of this procedure is to ensure that all employees are given the responsibility and authority to stop work when employees believe that a situation exists that places them, their coworker(s), contracted personnel, or the public at risk or in danger or could adversely affect safe operations or cause damage to Company property.

- The procedure gives responsibility and authority to stop work or decline to perform an assigned task without fear of reprisal, to discuss and resolve work and safety concerns.
- The responsibility and authority to initiate a Stop Work IMMEDIATELY, without fear of reprisal, when the employee believes a situation exists which places himself/herself, a coworker(s), or the environment in danger or at risk.
- The responsibility to report any activity or condition the employee believes is unsafe or for which they have initiated a Stop Work. Notification should be made to the affected worker(s) and to the supervisor at the location where the activity or condition exists.



Crisis Management Plan.....



A crisis is an unplanned situation that may interfere with normal operations, jeopardize the good image of the company and its services, escalate in intensity, and fall under scrutiny of the public, including the media or government.

Emergencies likely to affect the company include death, fires, natural disasters, hazardous material spill, protests, equal employment or union issues, fraud, embezzlement, sexual harassment, active shooter, government investigation, pandemic or any other situation that demands a public response.

The objectives of this plan include:

- Knowing in advance and maintaining current contact information on internal and external key personnel, as well as key community organizations.
- Keeping them informed at the time of the crisis.
- Communicating facts about the crisis.
- Minimizing rumors and misinformation.



Emergency Action Plan.....



Purpose:

- This plan is designed to assist personnel in the event an emergency develops during the work period.
- It is not meant to be a solution to all emergencies, but a guideline for typical responses to the most common and most likely emergencies.
- The actions explained in different sections may be appropriate for a response in unanticipated situations, therefore, personnel should be familiar with all the possible scenarios, and the actions recommended for them.
- An Emergency Evacuation Plan is posted at the facility and reviewed with all personnel.



Workplace Violence Prevention Program



Regulation: (SB 553)

- Requires employers to keep records of workplace violence hazard identification, evaluation, correction, training, violent incident logs, and incident investigations to be maintained and made available to the division, employees, and their representatives.
- Allows the Division to enforce by citing directly to the Labor Code.
- Tasks the Division with proposing standards regarding workplace violence no later than December 31, 2025, and the Standards Board is to adopt these standards no later than December 31, 2026.

Documentation Required:

- Written Workplace Violence Prevention Program
- Active Shooter Guidelines
- New Employee Orientation for Workplace Violence
- Workplace Violence Incident Report
- TRAINING





Sexual Harassment Training.....

California law requires that all employers of 5 or more employees provide:

- 1 hour of sexual harassment and abusive conduct prevention training to nonsupervisory employees and;
- 2 hours of sexual harassment and abusive conduct prevention training to supervisory employees, every two years.



Resource: Civil Rights Department.....calcivilrights.ca.gov

Hazard Communication/Safety Data Sheets



“Right to Know” Standard:

- The Right to Know what chemicals are used in the workplace.
- The Right to Know where those chemicals are located.
- The Right to Know what hazards are associated with those chemicals.
- The Right to Know what the Company is doing to protect you.

A written program that consists of the following elements:

- Hazardous material inventory.
- Collection and maintenance of “Material Safety” /Safety Data Sheets.
- Container labeling.
- Employee training.



Respiratory Protection:



- **Written Program**
- **Medical Questionnaires/Pulmonary Function Tests**
- **Selection/Fit Testing**
- **Cartridge Change-Out**
- **Training**
- **Storage**



CPR/First Aid



- Purpose:

The purpose of this program is to ensure that first aid and health programs are adequate, provide First Aid/CPR training for designated employees and maintain all required records.

- Requirements:

As per Cal OSHA, Title 8, California Code of Regulations, Section 1512, at least one employee current in First Aid/CPR will be assigned to all project sites.

- Training:

First Aid/CPR training will be provided to designated employees by an outside agency or personnel approved to conduct such training.



Fall Protection/Scaffolds/Ladder Safety



- Written Programs
- Inspection of Fall Protection Equipment
- Training
 - “Competent Person” - Fall Protection
 - “Qualified Person’ - Scaffold
- Ladder Safety



July 1, 2025.....



Current and Revised Trigger Heights:

Under existing Cal/OSHA rules, trigger heights for construction activities include:

- **30 feet** (2 stories) for connecting structural steel
- **20 feet** for most roofing work
- **15 feet** for panelized roof systems, residential framing, and roofing activities
- Additionally, fall protection is required at **7.5 feet** for unprotected platforms and **6 feet** for tasks involving rebar or similar projections.

Examples of activities that will now require fall protection at **6 feet** include:

- **Roofing**
- **Working on floors and other walking surfaces** (down from 15 feet)
- **Walking on top plates, joists, rafters, trusses, or beams** (down from 15 feet)
- **Installing starter boards, roof sheathing, and fascia boards**



Confined Spaces in Construction



Requirements:

- Comprehensive Written Program
- Identify Confined Spaces (Project Drawings/Signs)
- Barricades
- Permit (Duration of Task/Rescue Procedures)
- Training (Employee Understanding/Knowledge/Skills)
- Subcontractors/Host Employee Responsibilities



Trenches and Excavations.....



Cal-OSHA Requires:

- **Competent Person**
- **Soil Classifications**
- **Shoring/Benching**



Attachment D: Documentation – Daily Trench Report

Fire Safety.....



Fire Identification, Notification and Emergency Evacuation:

- In the event of a fire, employees are instructed to activate the fire alarm system within the building.
- If a fire occurs at a project site, employees are instructed to understand and follow the owner's emergency evacuation procedures, know the location of fire extinguishers and the use of fire extinguishers.
- Employees are instructed that after the alarm has been sounded and the fire has been reported, an attempt should be made to extinguish the fire if it is small and it can be extinguished without exposing oneself to injury.
- Portable fire extinguishers are installed throughout the facility/project site at locations determined by local fire codes.



Electrical Safety Program



Purpose: To provide general safety guidelines and procedures for electrical safety.

- Inspect all hand and power tools prior to work.
- All cords must be inspected daily. Any found that are worn, frayed, abraded, corroded, or otherwise damaged must be replaced.
- Keep all cords way from heat, oil, and sharp edges.
- Do not connect too many pieces of equipment to the same circuit or outlet as the circuit may become overloaded.
- Be sure that ground fault interrupters (GFCI) are used in high-risk areas such as wet locations.

Electrical Cords
Power Tools

J-Boxes
Generators



Lockout/Tagout.....



- Service and/or Maintenance on Equipment
- Written Program
- Lockout Procedures
- Survey (Identify Lockout Locations))
- Audits (Annually)
- Locks/Tags)





Machine/Equipment Operator Training

- Operator Training/Evaluations

Forklifts Rough Terrain Forklifts Scissor/Boom Lifts
Excavators Backhoes Skid Steers

- Crane Certifications (NCCCO)

- Rigging/Signal Person



Silica Exposure Control Plan.....



Our Company recognizes that exposure to silica dust can cause silicosis (a deadly lung disease) and may cause lung cancer. Our Company takes responsibility for protecting the safety and health of its employees.

Our Company recognizes that the following tasks can produce silica dust at our project sites:

Concrete Work

Saw Cutting

Grinding

The Occupational Silica Dust Control Program includes the following components:

Hazard Identification

Employee Training

Engineering Controls

Personal Protective Equipment

Record Keeping

Spill and Disposal Procedures

Worksite Air Monitoring

Housekeeping Procedures

Personal Hygiene

Medical Examinations and Evaluation

Emergency First Aid Procedures for Silica Dust



Heat Illness – Indoor



Indoor Standard: “New – 2024”

The regulation applies to indoor work areas where temperatures exceed 82 degrees. All of the provisions would apply to workplaces where it’s at least 92 degrees.

Employers must:

- Provide cool-down areas at all times.
- Encourage and allow employees to take preventative cool-down rests when they feel the need to protect themselves.
- Implement control measures like:
 - Engineering controls
 - Isolating employees from heat using air conditioning, cooling fans, cooling-mist fans, and natural ventilation.



Heat Illness – Outdoor



- **Written Program**
- **Training (Supervisors and Workers)**
 - **Signs and Symptoms of Heat Exhaustion/Heat Stroke**
 - **Emergency Procedures**
- **Access to Shade**
- **“Suitably Cool/Potable Water”**
- **Understand the “Trigger Temperatures”** **80 and 95 Degrees**



Worker Exposure to Wildfire Smoke.....



- Written Program
- Purpose: To provide workers with the training and resources with respect to the hazards of exposure to wildfire smoke.

The regulation applies to workplaces where the current Air Quality Index (AQI) for airborne particulate matter (PM) is 151 or greater, and where employers should reasonably anticipate that employees could be exposed to wildfire smoke.

If the Company cannot reduce workers' harmful exposure to wildfire smoke so that the AQI for PM 2.5 is 150 or lower, we will provide:

Respirators: (Minimum of N95 Masks) to all employees for voluntary use.

- To filter out fine particles, respirators must be labeled N-95, N-99, N-100, R-95, P-95, P-99, or P-100.
- If the air quality index is over 500 – respirator use is mandatory.



Safety Audits.....



- **Scheduled periodic inspections are conducted to identify and evaluate unsafe conditions and work practices.**
- **Inspections are conducted whenever new substances, processes, and procedures, or equipment are introduced to the workplace and may represent a new workplace safety and health hazard.**
- **Inspections will also be conducted whenever the employer is made aware of a new or previously unrecognized hazard.**





Tailgate Meetings.....

Frequency: Minimum of every 10 Working Days.

Content: Topics that are “relevant” to work tasks/conditions.

Resources:

- toolboxtopics.com
- safetytalkideas.com
- scif.com
- ECA Weekly Newsletter (from the desk of...Jim Persons)
- clicksafety.com
- www.dir.ca.gov (Publications – Fact Sheets)

NEXT SAFETY MEETING	
DATE / TIME	<input type="text"/>
LOCATION	<input type="text"/>
TOPIC	<input type="text"/>
REQUIRED TO ATTEND	<input type="text"/>



Multi-Employer Worksites.....

On multi-employer worksites, both construction and non-construction, citations may be issued only to the following categories of employers when the Division has evidence that an employee was exposed to a hazard in violation of any requirement enforceable by the Division:

- The employer whose employees were exposed to the hazard (the exposing employer);
- The employer who actually created the hazard (the creating employer):
- The employer who was responsible, by contract or through actual practice, for safety and health conditions on the worksite; i.e., the employer who had the authority for ensuring that the hazardous condition is corrected (the controlling employer); or
- The employer who had the responsibility for actually correcting the hazard (the correcting employer).

Attachment E: Subcontractor Checklist

In Closing.....

The most effective way to instill safety throughout an organization is a teamwork approach that focuses not on regulations and standards but on recognition and correction of identified hazards.

“Safety is a Moral Obligation”

