

Health & Safety Rights

Labor Occupational Health
Program,
University of California, Berkeley
In partnership with ATU Local 192

Module Objectives

You will learn to:

- 1. Describe Cal/OSHA and list its main functions.**
- 2. Explain health and safety rights and responsibilities of employers and employees.**
- 3. Describe three Cal/OSHA standards that apply to most California workplaces (Injury and Illness Prevention Program, Hazard Communication, and Access to Employee Exposure and Medical Records).**
- 4. Read an OSHA 300 log.**

OSHA Disclosure Statement

This training is supported under grant number #SH-2764SH5 from the Occupational Safety and Health Administration, U.S. Department of Labor.

It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

Federal OSHA

- Established in 1970, within Department of Labor
- Work-related deaths have been reduced from 17.8/100,000 to 3.3/100,000 in 2013.
- 4,821 workers were killed on the job in 2014 – 13 deaths on the job each a day
- 3,753,000 recordable cases of non-fatal injuries and illnesses (2013)

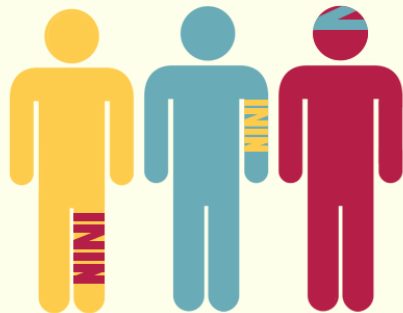
CA Fatality Statistics

- **396 workplace fatalities** in CA in 2015
 - Transportation incidents = 35%, which account
 - Violence & other injuries = 20%
 - Contact w/ objects & equipment = 18%
 - Falls, slips, & trips = 16%
 - Exposure to harmful substances or environments = 10%
 - Other = 2%

Limitations of OSHA



**MANY WORK-RELATED
INJURIES ARE NOT REPORTED**



In 2013, nearly 3.8 million work-related injuries and illnesses were reported. The true toll is two to three times greater.

Source: AFL-CIO Death on the Job—The Toll of Neglect, 2015

8 Million

STATE AND LOCAL PUBLIC EMPLOYEES
LACK OSHA PROTECTION



In 2013, the injury and
illness rate in the
public sector

was
58%
higher
than
the
rate
in the
private
sector.

Source: AFL-CIO Death on the Job—The Toll of Neglect, 2015

Overview of Cal/OSHA

- **Division of Occupational Safety and Health (DOSH):**

Cal/OSHA Enforcement Unit responds to complaints and accident reports, inspects workplaces, and issues citations and fines.

Cal/OSHA Consultation Service offers assistance to employers and employees.

- **California Occupational Safety and Health Standards Board** sets workplace health and safety standards.
- **California Occupational Safety and Health Appeals Board** hears appeals of citations and fines.

Cal/OSHA Standards

Specific Cal/OSHA standards:

- Provide protection against specific hazards.
- Set out detailed rules that must be followed or minimum levels of protection that must be achieved.
- Cover a wide range of hazards, from toxic substances to specific operations such as roofing.

General Cal/OSHA standards:

- Injury and Illness Prevention Program standard
- Hazard Communication standard
- Access to Employee Exposure and Medical Records standard
- Log of Work-Related Injuries and Illnesses (Cal/OSHA Form 300).

OSHA 300 logs

- Break into small groups by department.
- ***Report where your small group found the answers in your OSHA 300 logs for the following:***
 - 1) How many workers were injured?
 - 2) How many days were missed from work? How many days of restricted duty?
 - 3) Can you find the different types of injuries and illnesses on the log?
 - 4) What are the largest number of injuries and illnesses in your dept.?
 - What are the most severe injuries/illnesses?
 - What are the exposure tasks causing these injuries (e.g. machinery, chemical exposures, etc.)
 - 5) How can this information be useful to your health and safety committees?