



# California Industrial Hygiene Council (CIHC) Professional Development Seminar November 3, 2025



# Cal/OSHA Updates

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- Goals and Priorities
- Cal/OSHA Operations During the Federal Government Shutdown
- California State Audit
- Staffing
- Embracing Innovation and New Technology
- Developing and Enforcing New Regulations to Protect Workers and Educate Employers

# Goals and Priorities

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- Hiring
- Embracing Innovation and New Technology
- Industrial Hygienist Internship Program
- Creating Opportunities for Collaboration with Employers and Community Based Organizations Through our Alliance Program
- Developing and Enforcing New Regulations to Protect Workers and Educate Employers

# Cal/OSHA Operations During the Federal Government Shutdown

DIR's Division of Occupational Safety and Health (Cal/OSHA) State Plan program receives federal funding from two grants, the 23(g) and 21(d).

The California On-Site Consultation program is funded by a 21(d) cooperative agreement.

The remaining costs for both the State Plan program and the On-Site Consultation program were funded by other non-federal government resources.

# Cal/OSHA Operations During the Federal Government Shutdown

Due to a lapse in appropriations effective October 1 at 12:00 a.m., certain government operations have been suspended. As a result, the OSHA Information System (OIS) Help Desk is unavailable. During this period, all support services have been paused, and no help desk staff is on duty. To date, OIS continues to function as normal and has not yet affected Cal/OSHA operations.

If Cal/OSHA experiences a critical IT emergency that poses an immediate risk to safety, security, or essential operations, we have been provided with an emergency point of contact to reach out to for assistance.



# California State Audit

Cal/OSHA was recently the subject of an audit from the California State Auditor's Office.

DIR acknowledges and accepts the recommendations of the audit.

Prior to the audit commencing, many positive changes were in progress. The recommendations in the audit align with these ongoing efforts.

Cal/OSHA will continue these efforts, addressing the various deficiencies as we work to launch a new data management system and prepare and train staff to work in a more efficient, thorough, and transparent way.



## *The Division of Occupational Safety and Health*

Process Deficiencies and Staffing  
Shortages Limit Its Ability to  
Protect Workers

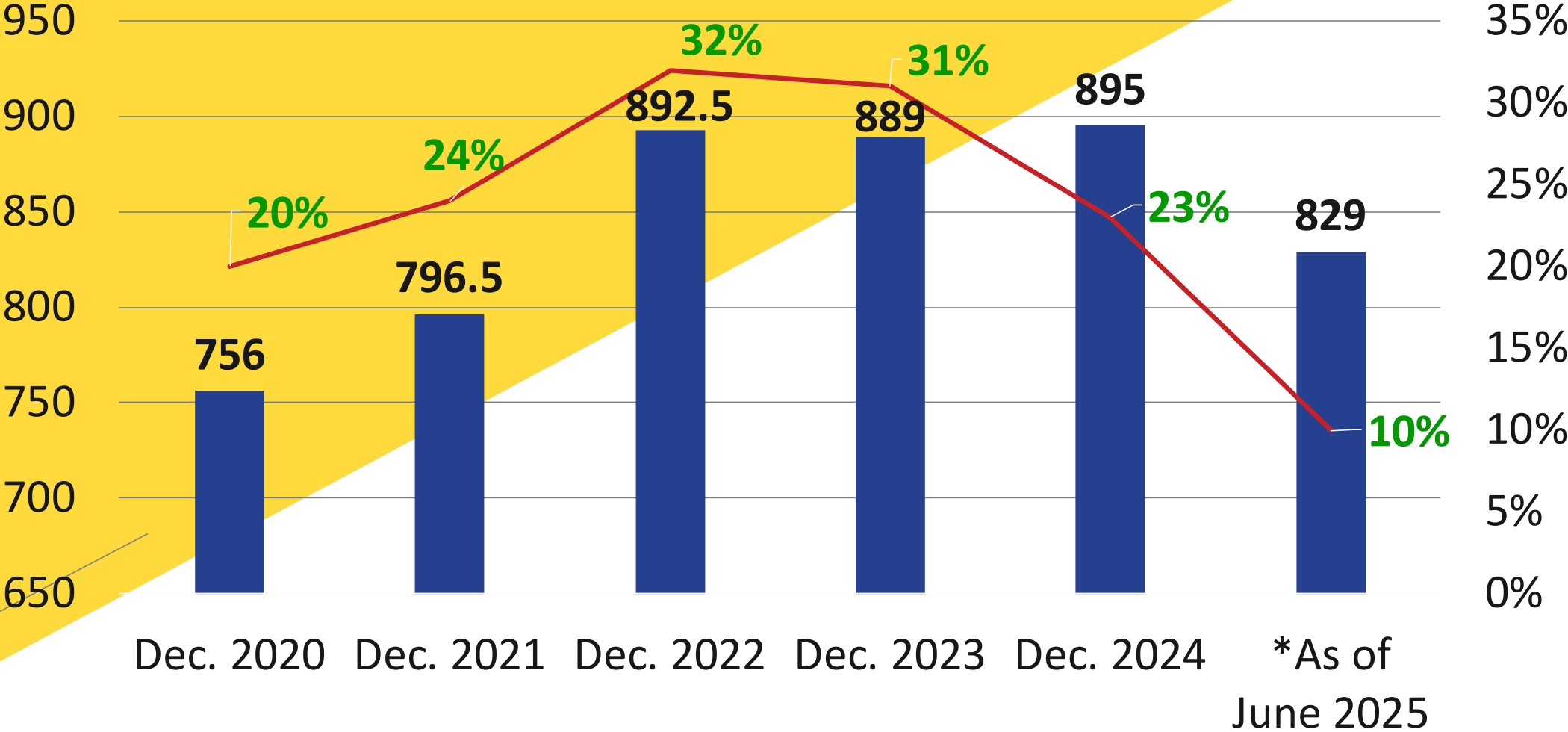
July 2025

REPORT 2024-115



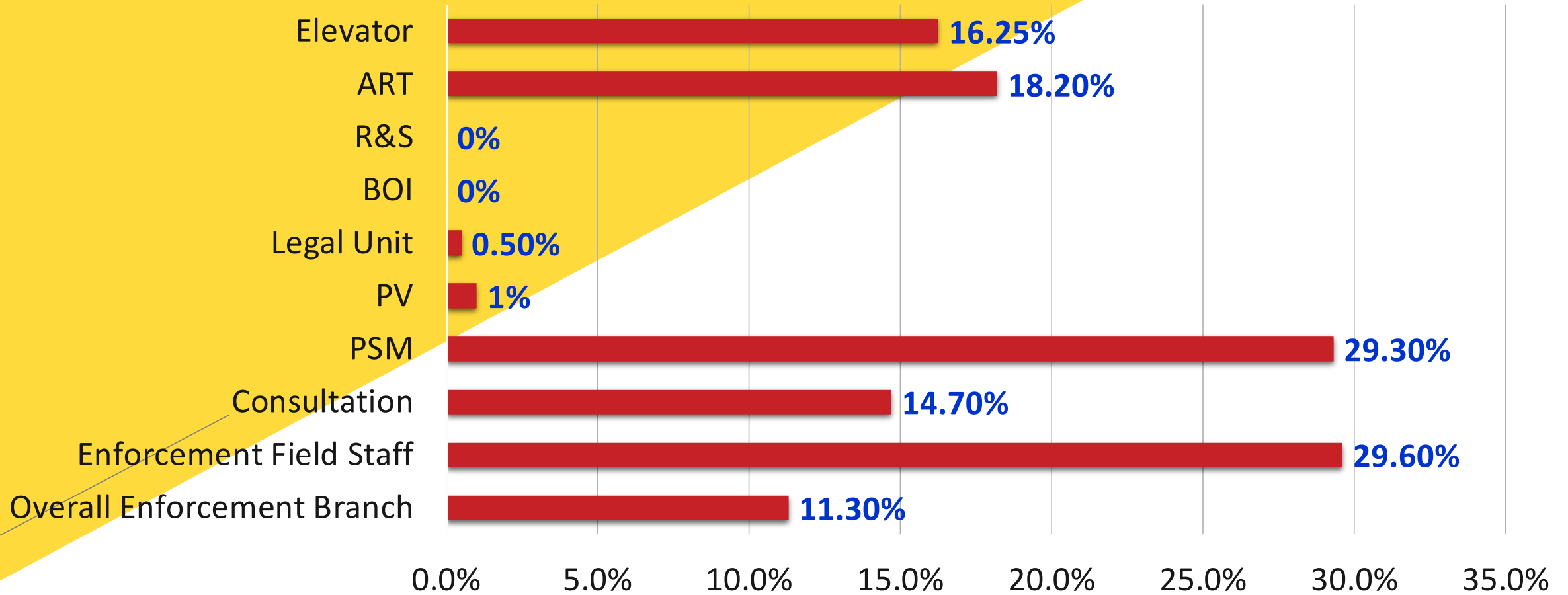


# Cal/OSHA Vacancy Rate from 2020 – 2025



■ Authorized Positions     
 — Vacancy Rate - Overall DOSH

# Cal/OSHA Vacancy Rate by Branch/Unit as of July 1, 2025

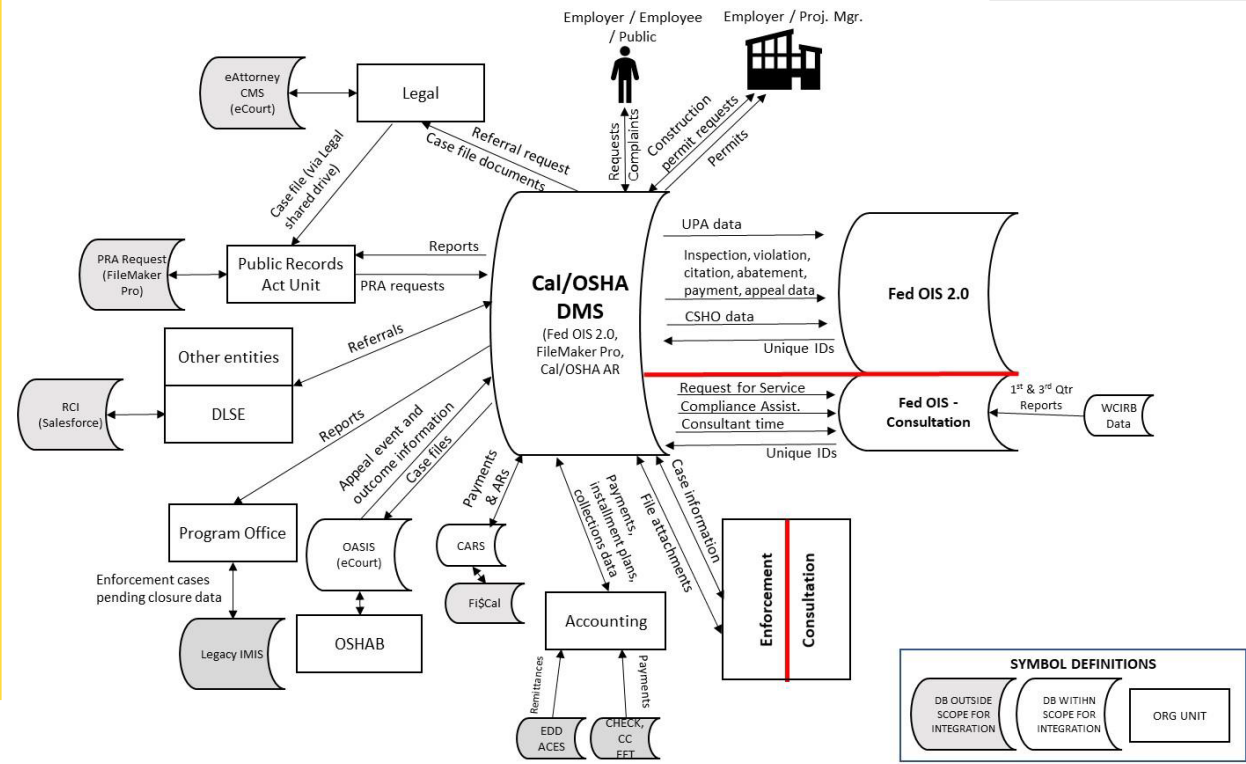


# Embracing Innovation and New Technology

## Current System



## Electronic Data Management System



# Overview

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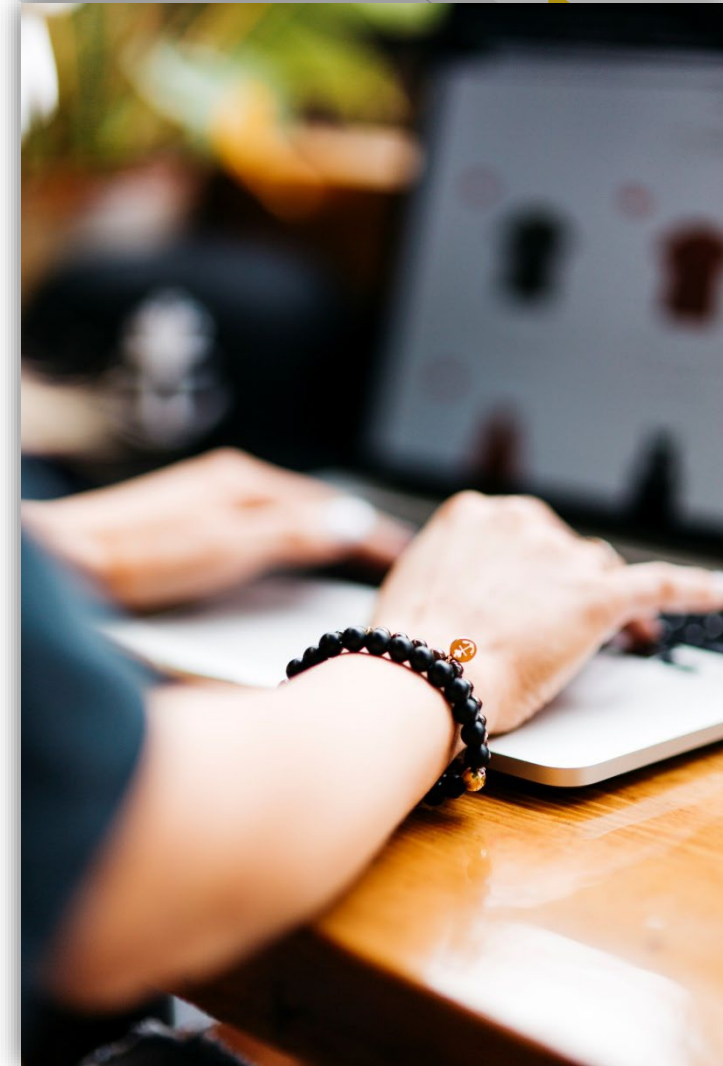
The new system known as “**Cal/OIS**” will make Cal/OSHA more efficient and effective. It will have tags, alerts, tracking, and notifications. The system will improve document handling, case management, and workflow automation.

**Digital Copies:** It will shift from hard copy case files to digital files.

**Public Portal:** The system will also introduce a public portal. All portal transactions will include notifications, alerts, acknowledgments, and tracking which will improve transparency, communication, and public service.

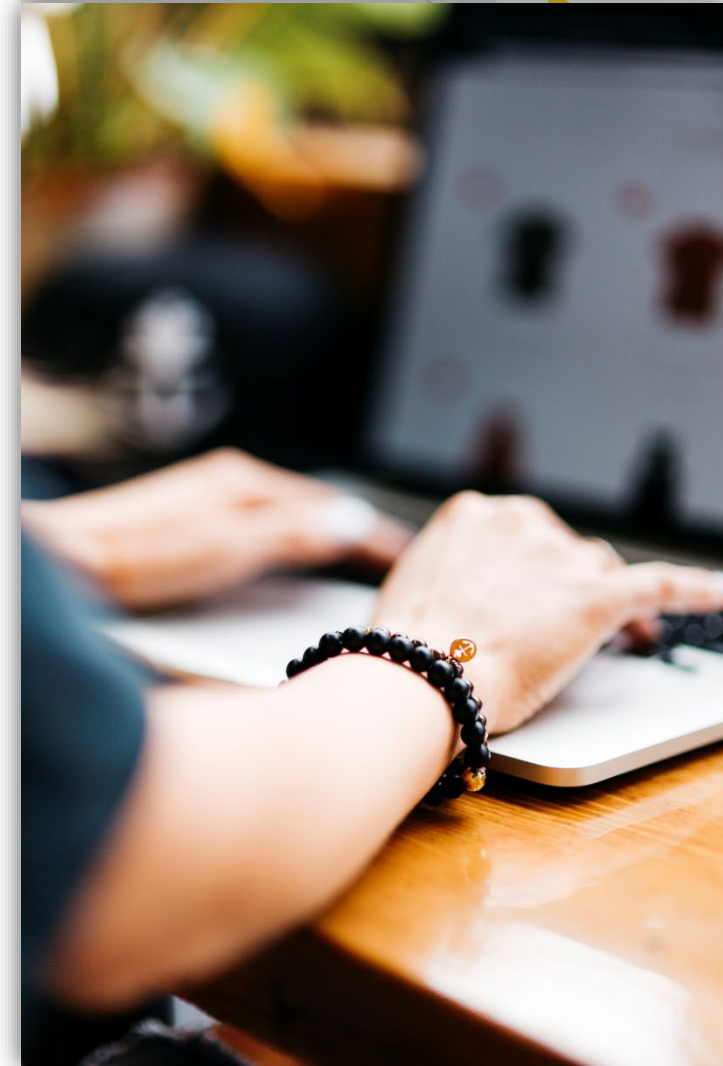
# Cal/OIS Portal Benefits to Workers

- Provides a convenient channel to submit:
  - ❖ Complaints
  - ❖ Documents requested by Cal/OSHA
- Provides a convenient channel to:
  - ❖ Receive confirmation acknowledging receipt of their complaint
  - ❖ See status of their complaint
  - ❖ Receive notification of complaint investigation results



# Cal/OIS Portal Benefits to Employers

- Provides a convenient channel to submit:
  - ❖ Accident Reports
  - ❖ Permit Activity Notifications
  - ❖ Permit applications and renewals
  - ❖ Discovery request
  - ❖ Documents requested by Cal/OSHA
- Provides a convenient channel to:
  - ❖ See status of document requests
  - ❖ See history of submittals
  - ❖ Receive reminders of permit renewal due dates
  - ❖ Receive acknowledgement of accident reports and other documents submitted



# Project Implementation Timeline

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**Releases 1 and 2 -**  
Enforcement and Consultation  
are scheduled for release in  
November/December 2026



# Creating Opportunities for Collaboration Through our Alliance Program

Partnering to Advance Workplace Safety and Health

- Cal/OSHA collaborates with groups committed to preventing workplace injuries, illnesses, and fatalities.
- Partners include:
  - Educational institutions, Community and Faith-Based Organizations
  - Trade associations, labor unions, and professional groups
  - Consulates and government agencies (local, state, federal)



# Creating Opportunities for Collaboration Through our Alliance Program

## Alliance Program Goals

- Build Trust
- Encourage Information Sharing
- Promote awareness of safety and health hazards
- Engage in outreach, communication, and education





**Eric Berg**  
*Cal/OSHA*  
*Deputy Chief of Health*

## **Developing Occupational Health Standards**

*Protect Workers and Educate Employers*

# Occupational Health Rulemaking



In California Code of Regulations Title 8

- 2024 – 2025 Completed Rulemaking
- 2025 – 2027 Planned Rulemaking

# 2024 - 2025 Completed Occupational Health Rulemaking

- §5144 Appendix A Fit testing Procedures
- §1531.1, 5155, and 5198 Lead in Construction and Lead in General Industry
- §3396 Indoor Heat Illness Prevention
- §5204 Occupational Exposure to Respirable Crystalline Silica



# 5144 Appendix A Fit Testing Procedures

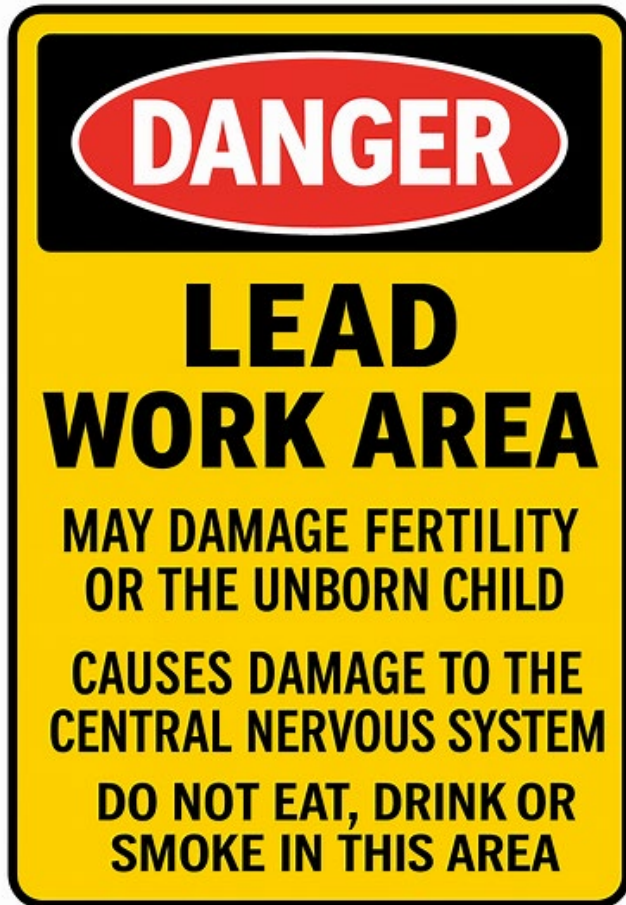
Effective June 24, 2024

New fit testing protocols added to 5144 Appendix A for Quantitative Fit Testing

- Shortened versions of the previously existing quantitative method
- Same equipment & procedures as original method, but only 4 exercises instead of the original 8
- Taken from federal OSHA 1910.134 Appendix A



# §1531.1, 5155, and 5198 Lead



## Effective January 1, 2025

- Lowers action level –  $2 \mu\text{g}/\text{m}^3$
- Lowers PEL –  $10 \mu\text{g}/\text{m}^3$
- Lowers medical removal blood lead level
  - 2 tests  $\geq 20 \mu\text{g}/\text{dl}$  or 1 test  $\geq 30 \mu\text{g}/\text{dl}$
- Lowers return to work blood lead level
  - 2 tests  $< 15 \mu\text{g}/\text{dl}$

# 3396 Indoor Heat Illness Prevention

- Effective July 23, 2024
- Provides heat illness prevention measures to indoor workers that previously only applied to outdoor workers.





# California Worker Heat Protections

## Title 8 California Code of Regulations

### **3395 Outdoor Heat** (*Maria Isabel Vasquez Jimenez* Heat Illness Standard)

(a) Scope

(b) Definitions

(c) Provision of Water

(d) Access to shade

(e) High-heat procedures

(f) Emergency Response Procedures

(g) Acclimatization

(h) Training

(i) Heat Illness Prevention Plan

### **3396 Indoor Heat**

(a) Scope

(b) Definitions

(c) Provision of Water

(d) Access to Cool-Down Areas

(e) Assessment and Control Measures

(f) Emergency Response Procedures

(g) Acclimatization

(h) Training

(i) Heat Illness Prevention Plan

# §5204 - Silica in Countertop Fabrication

- Emergency Regulation Effective December 29, 2023
- Permanent Regulation Noticed May 3, 2024
- Permanent Regulation Effective February 2, 2025



- Requires wet methods, respiratory protection (1000x APF), housekeeping, medical removal, and other protections

# California Engineered Stone (ES) Silicosis Surveillance Dashboard

411

Confirmed ES Silicosis Cases

23

Deaths

46

Median Age at Diagnosis

47

Median Age at Death

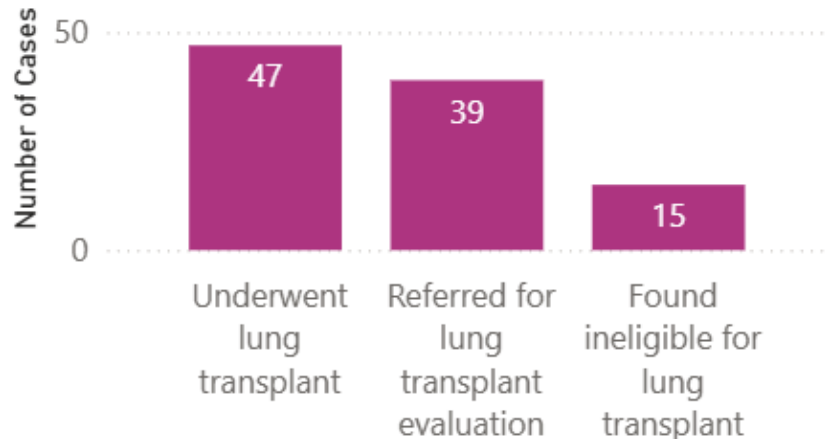
99.8%

Percent of all cases male

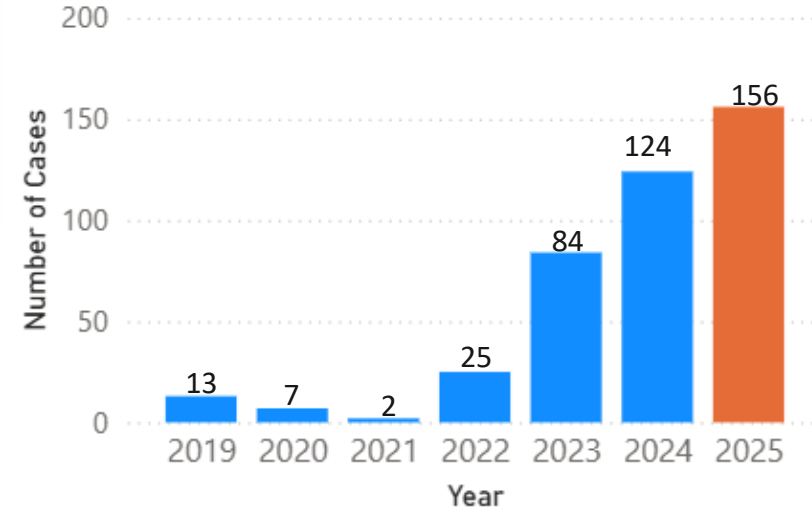
98%

Percent of all cases Latino

Last known transplant status for confirmed ES Silicosis cases

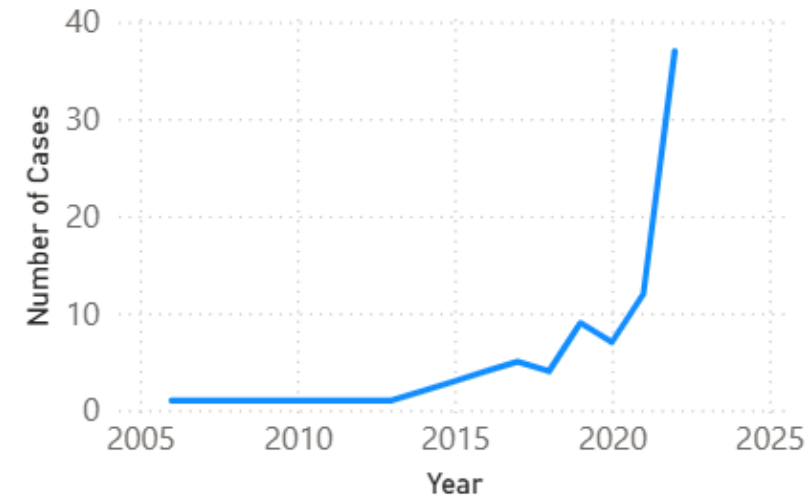


Year confirmed ES Silicosis cases identified by CDPH



Cases identified in 2025 are expected to increase

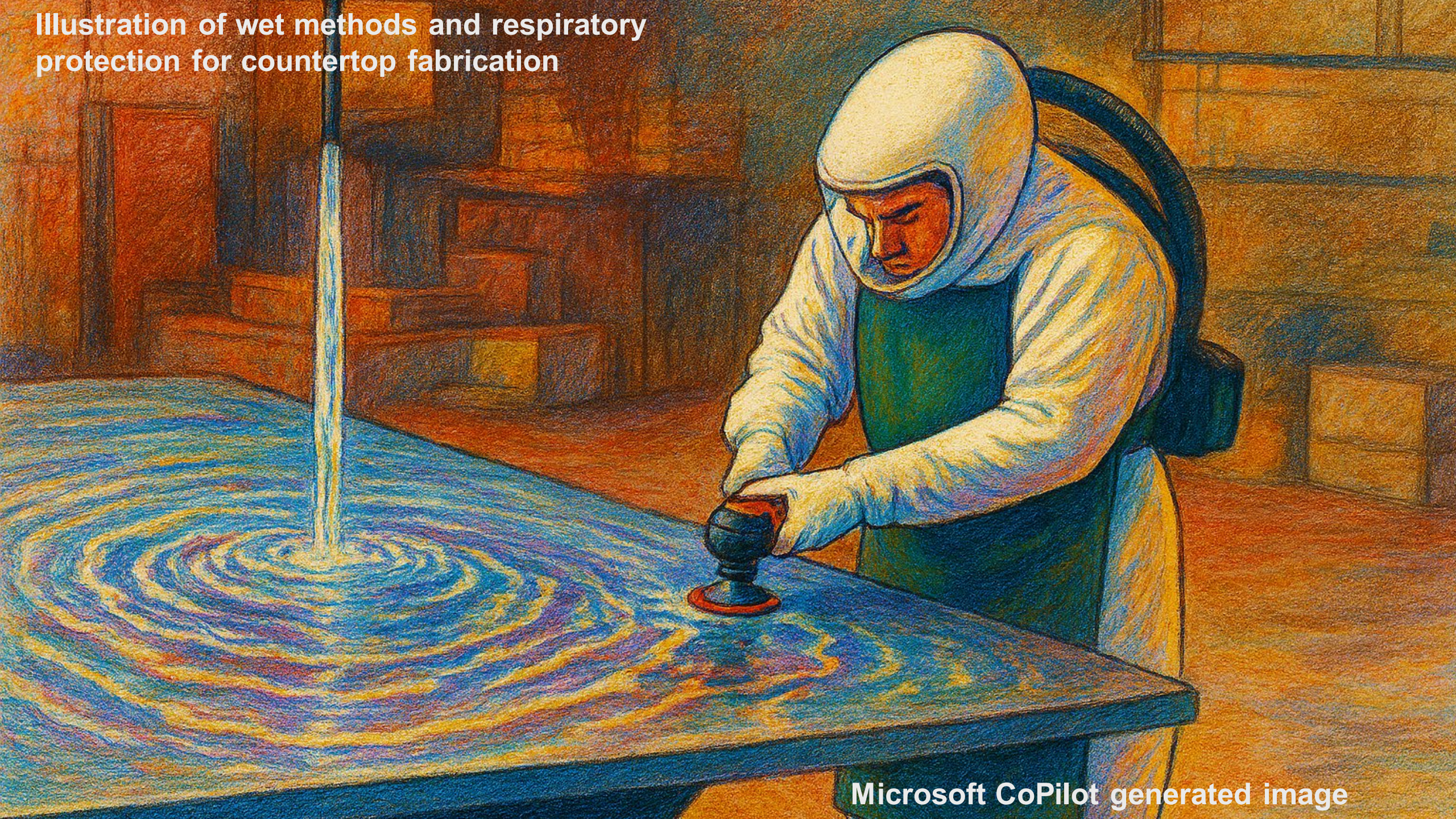
Year of diagnosis\* for confirmed ES Silicosis cases



\*Known years of diagnosis are displayed through 2022; data for more recent years are incomplete due to reporting lags. Diagnosis year is missing for some cases.

Source: CDPH  
Silicosis Dashboard  
Updated 10/9/25

Illustration of wet methods and respiratory protection for countertop fabrication



Microsoft CoPilot generated image

# 2025 - 2027 Planned Occupational Health Rulemaking

- First Aid Kits
- Lead - Construction
- Heat Illness Prevention
- Wildfire Smoke
- PELs
- Workplace Violence in General Industry
- Process Safety Management in Refineries
- Opioid Reversal
- Medications
- Plume in Health Care
- Workplace Violence in Healthcare
- Firefighter Respiratory Protection
- Hazardous Drugs in Healthcare
- Naturally Occurring Asbestos



# First Aid Kits Construction (§1512) & General Industry (§3400)

- First Aid Kit Contents:
  - Determined by a physician or other licensed health care professional (PLHCP), or
  - ANSI/ISEA Z380.1 – 2021
- Checked weekly
- Accessible to employees
- Location clearly indicated
- Evaluate need for additional items based on hazards in the workplace



# Cleanup of Lead in Construction (§1532.1)

- Will clarify requirements in several subsections:
  - (d) Exposure assessment
  - (e) Methods of compliance
  - (j) Medical surveillance
  - (k) Medical removal protection
  - (l) Communication of hazards
- Will not add any new requirements
- Rulemaking prompted by questions from stakeholders



# Heat Illness Prevention (AB 2243 – 2021)

## §3395 Outdoor Heat & 3396 Indoor Heat

AB 2243: Cal/OSHA to revise the heat regulations and consider:

- Require employers to distribute a copy of the Heat Illness Prevention Plan to employees:
  - Upon hiring, required training, & once a year
  - Distribution required no more than twice a year
- Add protections for acclimatization to higher temperatures
- Draft text at [www.dir.ca.gov/dosh/doshreg/heat-illness](http://www.dir.ca.gov/dosh/doshreg/heat-illness)
- Advisory committee to be scheduled in the future



# §5141.1 Wildfire Smoke (AB 2243 - 2021)

AB 2243: Cal/OSHA to revise §5141.1 and consider:

- Mandatory respiratory protection at an Air Quality Index of 301 or lower (currently 500) for Farmworkers
  - Exempt employers from fit testing, medical evaluation, & other requirements under 5144 Respiratory Protection
  - Draft text posted to - [www.dir.ca.gov/dosh/doshreg/Wildfire-Smoke](http://www.dir.ca.gov/dosh/doshreg/Wildfire-Smoke)
  - Advisory committee to be scheduled in the future

# §5155 Permissible Exposure Limits (PELs)

Trichloroethylene: reduce PEL from 25 to 0.2 parts per million

- Reduces cancer risk from 106 per 1000 workers to 1 per 1000 workers
  - Goal is to reduce cancer risk to 1 per 10,000 workers, but not reached due to infeasibility

# §3343 Workplace Violence Prevention General Industry

- Rulemaking required by SB 553 (LC 6401.9)
  - Similar to workplace violence prevention measures in health care, §3342
- Discussion Draft posted July 23, 2024
  - Similar to Labor Code 6401.9 (effective July 1, 2024)
- Advisory committee meeting held January 24, 2025
- New draft posted May 13, 2025:  
[www.dir.ca.gov/dosh/doshreg/Workplace-Violence-in-General-Industry](http://www.dir.ca.gov/dosh/doshreg/Workplace-Violence-in-General-Industry)
- Additional advisory committee to be held Nov 12, 2025
  - Hybrid: In person in Oakland and via Zoom



# §5189.1 Process Safety Management in Refineries

Rulemaking required by

- Petition 601, June 20, 2024
- AB 3258 – 2024
- Remove the word “*petroleum*” from §5189.1
  - Process Safety Management for ~~Petroleum~~ Refineries
  - Regulation would apply to refineries that make fuels from renewables
- Draft text at [www.dir.ca.gov/dosh/doshreg/Refinery-Process-Safety-Mangement-Renewables](http://www.dir.ca.gov/dosh/doshreg/Refinery-Process-Safety-Mangement-Renewables)



# Opioid Reversal Medications

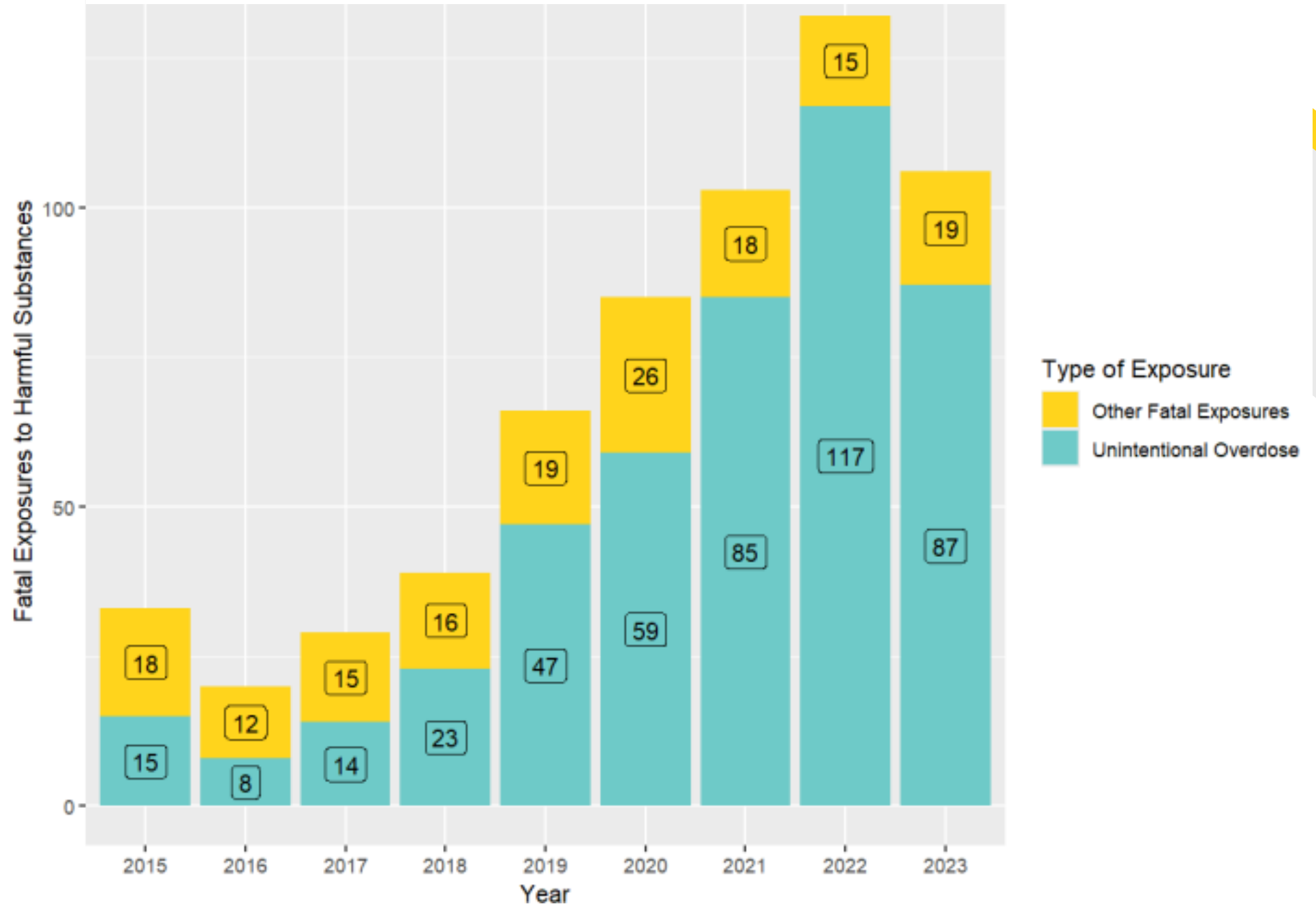
Rulemaking required by AB 1976 (2024)  
and Petition 602

- Require employers to:
  - Have opioid reversal medication at worksites
  - Provide employees training



# Work-related Fatal Unintentional Overdoses (2015-2023)

Source: Fatal Occupational Injuries in California 2013 – 2023. Dept. Of Industrial Relations



# Occupational Exposure to Plume in Health Care

- Rulemaking required by AB 1007
- Draft posted at [dir.ca.gov/dosh/doshreg/Surgical-Plume-and-Smoke](http://dir.ca.gov/dosh/doshreg/Surgical-Plume-and-Smoke)
- Advisory Committee to be scheduled in the future

# 3342 Workplace Violence Prevention in Healthcare

Rulemaking required by AB 2975

- Weapon Detectors at main entrance and emergency rooms
- Personnel to operate weapon detectors
- Training



# Firefighter Respiratory Protection

- For Wildland and Wildland Urban Interface Fires
- Development of new respirator protection technology
- Draft at: [www.dir.ca.gov/dosh/doshreg/FF-Respiratory-Protection](http://www.dir.ca.gov/dosh/doshreg/FF-Respiratory-Protection)



Photo Credit: Mike Wilson, Cal/OSHA

# Two Field Trials with Firefighters in 2024

Working with

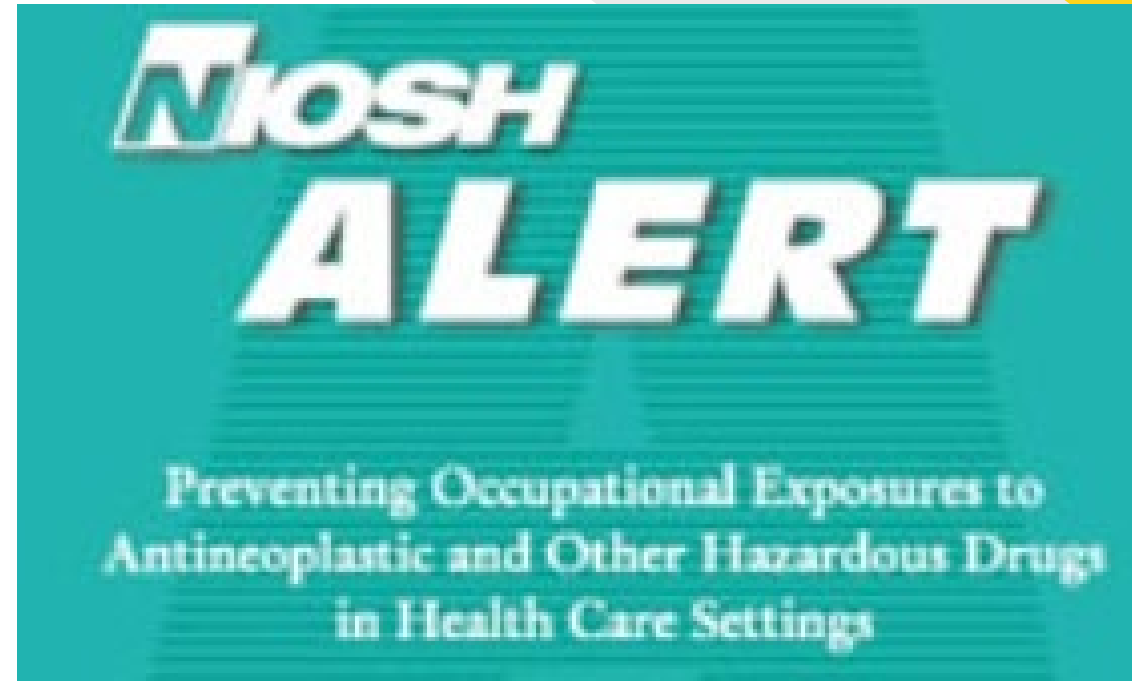
- CalFire
- Municipal fire departments
- Firefighter unions
- NIOSH
- Other experts



Photo Credit: Mike Wilson, Cal/OSHA

# Hazardous Drugs in Healthcare

- Rulemaking required by AB 1202
- Based on: NIOSH Alert, *“Preventing Occupational Exposures to Antineoplastic and Other Hazardous Drugs in Healthcare Settings”*
- Draft at: [www.dir.ca.gov/dosh/doshreg/Antineoplastic-Drugs](http://www.dir.ca.gov/dosh/doshreg/Antineoplastic-Drugs)



# Naturally Occurring Asbestos (NOA)

- Rulemaking required by petition 568
- Specifically and separately addresses Naturally Occurring Asbestos in the Construction Industry





# David Welsey

Deputy Chief of Field Enforcement

# Silicosis Case



## NEWS RELEASE

Release Number: 2024-66

Date: August 27, 2024

[▶ español](#)

### Cal/OSHA cites nine employers in Sun Valley for silica health and safety violations

**WHAT YOU NEED TO KNOW:** California's Division of Occupational Safety and Health (Cal/OSHA) cited nine employers in Sun Valley within the greater Los Angeles area following efforts to address the growing number of silicosis cases among stone workers in California.

**Sacramento** — As California faces an increase in silicosis cases among stone workers, Cal/OSHA continues ramping up enforcement efforts and today announced citing [nine more employers, this time in Sun Valley](#). The safety violations include over \$168,000 in fines.





# Indoor Heat Case



## NEWS RELEASE

Release Number: 2025-02

Date: January 7, 2025

[▶ español](#)

### Cal/OSHA finds Safeway exposed workers to hazardous conditions at its largest warehouse in Tracy

Oakland—The Department of Industrial Relations (DIR) and its California Division of Occupational Safety and Health (Cal/OSHA) has cited Safeway \$182,000 in proposed penalties for significant safety violations that put approximately 1,700 workers at risk of serious injuries at the company's warehouse in Tracy, their largest facility in the nation.

Cal/OSHA issued citations for 27 violations, including 8 that were serious in nature, after completing a comprehensive inspection at Safeway's Northern California Tracy Distribution Center.



State of California  
**Department of  
 Industrial Relations**

## NEWS RELEASE

Release Number: 2025-80

### Employer pleads guilty to criminal charges in connection with investigation into deadly nitrogen leak

*Cal/OSHA's Bureau of Investigations referred the case to the District Attorney after double fatality*

**Los Angeles** — California Ranch Foods, a subsidiary of a major food processor, pleaded guilty to two misdemeanor counts after being found in connection with the 2020 deaths of two workers fatalities.

The victims, Baldemar Gonsales and Maria Osyguss, were killed at the facility's nitrogen system led to a hazardous gas release. Cal/OSHA's investigation found critical failures in safety procedures related to the handling of pressurized gas systems.



State of California  
**Department of  
 Industrial Relations**



## NEWS RELEASE

Release Number: 2023-24

Date: March 21, 2023

### Cal/OSHA Cites Sterilization Company \$838, 800 for Overexposing Employees to Toxic Chemical

Santa Ana—Cal/OSHA issued 18 citations, including six citations for willful-serious violations, to Parter Medical Products, Inc. for failing to protect its employees from overexposure to ethylene oxide, a toxic chemical. A willful violation is issued when evidence shows that the employer committed an intentional and knowing violation. The penalties total \$838,800.

“Our inspection showed this was not an isolated incident of chemical overexposure to workers,” said Cal/OSHA Chief Jeff Killip. “The employer failed to take action to protect employees even after it knew that some of them were exposed to dangerous levels of ethylene oxide.”

Parter Medical Products, Inc. dba Parter Sterilization Services uses ethylene oxide gas to sterilize medical devices. Chronic exposure to ethylene oxide is associated with cancer, reproductive effects and neurotoxicity. Its odor is undetectable to

# Valley Fever Win

McCarthy Building Companies, Inc.

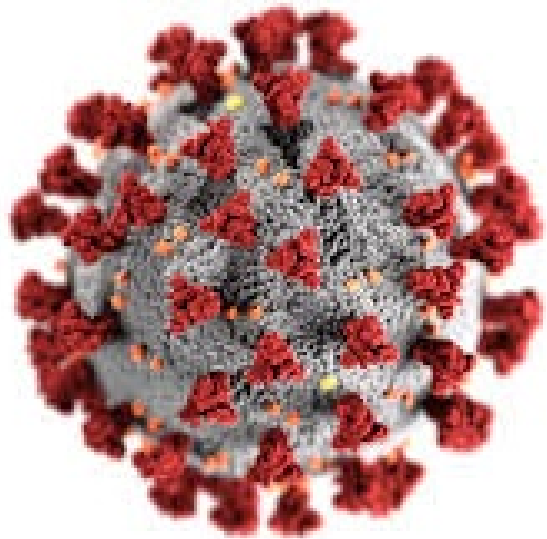
Solar panel construction site

- As a condition of permitting the work at the site, Monterey County required the Employer to prepare and implement a Valley Fever Management Plan to minimize employee and public exposure to Valley Fever.
- The Division found, and an administrative law judge affirmed, that the Employer did not implement sufficient corrective measures in response to unsafe work practices at the site despite being aware that employees under its direction and control were exposed to the hazard of dust-borne Valley Fever spores at the site. The Employer did not implement sufficient corrective measures to control or eliminate the hazard.



# COVID-19 Decision After Reconsideration

Employbridge Holding Company DBA Select Staffing



Employees worked at a meatpacking facility

- The Employer's Injury and Illness Prevention Program (IIPP) required them to investigate illnesses and they failed to investigate COVID cases violating 3203 (a)(5)
- The Employer failed to correct the hazard of lack of social distancing and barriers and thus also violated 3203(a)(4) and (a)(6)

# Industrial Hygienist Internship Program

Student Assistant and Graduate Students

- Our internship program will:
  - ❖ prepare students for potential careers with Cal/OSHA
  - ❖ allow students to gain hands-on experience in interpreting and enforcing occupational safety and health standards



# Work at Cal/OSHA

Make a Positive Difference in the Lives of California Workers



The Division of Occupational Safety and Health (Cal/OSHA) is a national and international leader in the development and enforcement of workplace health & safety standards, programs, and policies. This is your opportunity to work with a remarkable team of engineers, industrial hygienists, researchers, consultants, and attorneys who work collaboratively to improve health and safety conditions in workplaces in every industry throughout the State of California.

Cal/OSHA also helps keep the public safe at amusement parks and on elevators and tramways.

# Supporting Recruitment Efforts

Cal/OSHA is attending career fairs and conferences, advertising jobs on niche boards and social media, highlighting current employees, and partnering with workforce development centers and universities. We also provide education on the state application process and host office hours (both virtual and in-person).

## You can support by:

- Sharing job postings through your networks and newsletters.
- Encouraging jobseekers to attend Cal/OSHA webinars
- Helping us connect with industrial hygiene networks to broaden outreach.





**Questions?**