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.
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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

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?