

CAL/OSHA PARTNERSHIP PROGRAMS



CAL/OSHA CONSULTATION SERVICES BRANCH

PURPOSE OF PARTNERSHIP PROGRAMS

**Industry, Labor and Cal/OSHA
working as partners in encouraging
and recognizing workplace safety and
health programs that effectively
prevent and control injuries and
illnesses to workers**

BENEFITS

- Reduction in injuries and illnesses
- Lower workers' compensation costs
- Improvement in employee motivation
- Higher quality and productivity
- Community recognition as a leader
- Statewide recognition from their industry and government as a quality employer
- Incentive - increased job referrals and bid acceptance

CAL/OSHA PARTNERSHIP PROGRAMS

PROGRAM GOALS

- Provides an effective method for identifying the most proactive companies
- Recognize employers with good to exceptional safety and health management systems
- Allow Cal/OSHA Enforcement personnel to focus on “the less than proactive employers” for their programmed inspection activities

PARTNERSHIP PROGRAMS ARE ADMINISTERED BY CAL/OSHA CONSULTATION

HOW CONSULTATION WORKS

Mission:

- Help employers become self compliant
- Emphasis on small businesses in high hazard industries (NAICS) & high hazard employers (Ex-Mods)
- Onsite visit focuses on effectiveness of the IIPP
- Provide professional safety and health services

CONSULTATION OVERVIEW

- Consultation is independent of Enforcement
- Consultation does not issue citations
- Consultation findings are confidential
- Enforcement is not bound by Consultation findings
- Consultation focus is on effectiveness of IIPP
- Consultation does not “OSHA PROOF”

CAL/OSHA PARTNERSHIP PROGRAMS

There are 3 types:

- Golden Gate (Not an exemption program)
- SHARP - Fixed and Non-Fixed Sites (Construction) exemption program
- VPP - Fixed and Non-Fixed Sites exemption program

CAL/OSHA PARTNERSHIP PROGRAMS

GOLDEN GATE RECOGNITION

- An entry-level program for high-hazard employers and is site-specific
- Employers must have an established, minimally effective injury and illness prevention program in order to receive recognition
- The Golden Gate program does not offer inspection exemptions

GOLDEN GATE RECOGNITION

- Open to high hazard employers
- Recognition is in the form of a letter
- Evaluation conducted by local Cal/OSHA Area Office
- Only valid at the worksite evaluated
- Recognition for day of evaluation only
- One letter of recognition per site per year

QUALIFICATIONS FOR GOLDEN GATE

Fixed Worksite

No final order willful, repeat, or willful-repeat citations at the worksite within 24 months from the date of the opening conference, or serious citations related to a serious injury or exposure at the worksite within 12 months from the date of opening conference

Non-Fixed Worksite

As above at any worksite within 24 months from the opening conference, or serious citations related to a serious injury or exposure at the worksite to be evaluated within 12 months from the opening conference

QUALIFICATIONS FOR GOLDEN GATE

Citations Under Appeal

- Golden Gate recognition requires a full service visit
 - A full service visit can not be performed while any citations are under appeal; therefore, the employer is automatically not eligible for Golden Gate at this time

CAL/OSHA PARTNERSHIP PROGRAMS - SHARP

Safety and Health Achievement Recognition Program

A mid-level recognition program (for high-hazard employers with fixed and mobile worksites) that may offer eligible employers an exemption from Cal/OSHA Enforcement programmed inspections. Individual employers may have up to three sites in California (fixed or non-fixed) participate in Cal/SHARP at any given time.

- “Cal/SHARP - Construction” was a pilot program for general contractors working at construction sites **no longer exists**. This program provided regional inspection exemptions for all trades working at the site.
 - Construction sites may apply for site/project-specific Cal/SHARP

SHARP RECOGNITION

- Open to high hazard employers
- Recognition is in the form of a certificate
- The evaluation (both safety and health visits) is conducted by the local Cal/OSHA Area Office
- Only good at the worksite evaluated
- One certificate of recognition per site which is good for 2 years and can be renewed

QUALIFICATIONS FOR SHARP

- Must have a highly effective safety and health management system
- Must have a good OSHA history
- Employ at least one, but not more than 249 employees at the work site and not have more than 499 employees corporate-wide
- Have been in business in California for a minimum of three full calendar years and in operation at the site, for a minimum of one full calendar year (including non-fixed work sites such as construction)

QUALIFICATIONS FOR SHARP

- Have no program(s) that intentionally or unintentionally provide employees working at the work site an incentive to not report injuries/illnesses or safety/health hazards they may observe (**i.e.**, programs that have “zero” injury/illness goals)
- Address dual- or multi-employer situations
- Provide the Cal/OSHA Consultation Service with a list of all unions that it is signatory with

QUALIFICATIONS FOR SHARP

- Correct all hazards (Serious, General, and Regulatory) discovered during the Cal/SHARP evaluations in a timely manner
- Must have received a Golden Gate Letter of Recognition for the site to be evaluated
- The owner or CEO of the employer must sign the application indicating their willingness to participate and maintain their safety and health management system

QUALIFICATIONS FOR SHARP

- At sites where the applicant employer has overall worker safety and health responsibility (i.e., a general contractor):
 - No contractor can have a final order willful, repeat, or willful-repeat citation at any worksite within 12 months from the date of the Cal/SHARP Construction opening conference

QUALIFICATIONS FOR SHARP

- Employers must have a lower-than-average number of injuries (90% or less of industry average)
 - Must meet two of the following three:
 - Days Away, Restricted and Transferred (DART)
 - Total Recordable Cases (TRC)
 - Experience Modification (Ex-Mod)

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP PROCESS

- **How To Apply**

- Call the nearest Cal/OSHA Consultation office to request a Cal/SHARP Construction evaluation

- **The Visit**

- Full-service comprehensive on-site visit:
 - Meet with company representatives
 - Discuss the company's safety and health program management systems
 - Talk to workers, and
 - Walk-around the work area

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP PROCESS

- **The Visit**

- Applicable union signatory business representatives must be invited to participate in the on-site visit
 - Union representatives are encouraged to participate in the entire consultation visit
- Visit may result in identification of hazardous conditions that must be corrected before recognition and further assistance can be granted

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP PROCESS

- **The Evaluation**

- The Cal/OSHA Consultation Service representative will decide whether to recommend that your company receive Cal/SHARP recognition
- The Chief of the Division of Occupational Safety and Health (Cal/OSHA) will give the final approval based on the representative's evaluation of your company's qualifications and the subsequent recommendation

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP PROCESS

- **Recognition and Exemption**

- Following final approval, a formal letter of Cal/SHARP participation and a certificate stating the exemption period will be provided to your company recognizing your achievement
- The certificate will be signed by the Program Manager for the Cal/OSHA Consultation Service and the Chief of the Division of Occupational Safety and Health

- **Renewals**

- The renewal period is for two years
- Requests for renewal must be provided to the local Consultation office within ninety (90) days of expiration of Cal/SHARP participation

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP

Employer Obligations:

1. Promptly inform the Cal/OSHA Consultation Service regarding any Cal/OSHA Enforcement actions affecting your company at any (construction) worksite where your company has Cal/SHARP status
2. Maintain a satisfactory compliance history
3. Allow Cal/OSHA Enforcement or Cal/OSHA Consultation Service access to inspect or evaluate your company's activity at worksites where your company has Cal/SHARP status

CAL/OSHA PARTNERSHIP PROGRAMS - CAL/SHARP

Employer Obligations:

4. Notify the Cal/OSHA Consultation Service whenever there is a change of ownership or corporate structure within 30 calendar days of the changes
5. Maintain Cal/SHARP company safety and health management system standards as demonstrated during the evaluation period at all worksites where your company has Cal/SHARP status
6. Voluntarily withdraw from Cal/SHARP participation if any of the above obligations are not met during the exemption period

CAL/OSHA PARTNERSHIP PROGRAMS - VPP

Voluntary Protection Program (aka “Star” sites)

VPP Benefits (Fixed & Non-Fixed sites)

- Company is recognized as a safety and health leader by Cal/OSHA and industry
- May receive a letter in lieu of citation during complaint inspections when possible
- Complaint & accident inspections are normally limited to specific area

CAL/OSHA PARTNERSHIP PROGRAMS - VPP

Fixed Site VPP (Cal/VPP STAR)

- Leadership level
- Must have a good OSHA history (No willful/repeat citations in last 3 years)
- Employers who have exceptional safety and health management systems
- Open to any type of employer
- Exempted from programmed inspections

CAL/OSHA PARTNERSHIP PROGRAMS - VPP CONSTRUCTION

- VPP Construction
- A top-level safety and health leadership program designed specifically for non-fixed worksite employers, such as construction contractors
 - Currently, only for general contractors
- In past: statewide recognition and exemption from programmed inspections applied to all sites in California where the employer has overall responsibility for worker S&H at the site
- Currently: statewide recognition and exemption from programmed inspections applied to the specific site(s) in California where the employer has overall responsibility for worker S&H at the site

PARTNERSHIP PROGRAMS - CONSULTATION MANAGERS

- **Golden Gate and SHARP:**
 - Richard DaRosa (Acting) - Sacramento
 - Nick Gleiter - Oakland
 - Eugene Glendenning - Fresno
 - Dan Leiner - Van Nuys
 - Herman Jett - La Palma
 - Ray Acree - San Bernardino
 - Carmen Cisneros - San Diego
- **VPP - Construction**
 - John Ford
- **VPP**
 - Iraj Pourmehraban

PARTNERSHIP PROGRAM CERTIFICATES

State-wide Participants:

- Golden Gate - <2,000
- SHARP - <40



PARTNERSHIP PROGRAM CERTIFICATES



ADDITIONAL INFORMATION MAY BE FOUND AT:

WWW.DIR.CA.GOV/DOSH/CONSULTATION.HTML

The screenshot shows the Cal/OSHA Consultation Service website. The browser address bar displays <http://www.dir.ca.gov/dosh/consultation.html>. The website has a navigation menu with the following items: DIR, Labor Law, Cal/OSHA, Workers' Comp, Apprenticeship, Statistics & Research, Mediation, Boards, Media. Below the menu, there are links for Consultation, Enforcement, Heat Illness, IIPP, Partnerships, Payments, Permits, Postings, Statistics, and Workplace Safety. The main content area is titled "Cal/OSHA Consultation Service" and includes a sub-header: "Consultative assistance is provided to employers through on-site visits, telephone support, publications, eTools and social media outreach." There are four columns of services, each with a header and a list of links:

- General Industry**
 - Ergonomics
 - Lockout/Tagout
 - Effective IIPP
 - Do's and Don'ts
 - FAQs
- Construction Industry**
 - Guide for Working Safely with Supported Scaffolds
 - Pocket Guide
 - Ladder Safety
 - Effective IIPP
 - Do's and Don'ts
 - FAQs
- Agricultural Industry**
 - Heat Illness Prevention
 - Effective IIPP
 - FAQs
- Partnership Programs**
 - Golden Gate
 - SHARP
 - Cal/WPP

CAL/OSHA CONSULTATION SERVICE TOLL-FREE NUMBER 1-800-963-9424

- **San Fernando Valley**
6150 Van Nuys Boulevard, Suite 307
Van Nuys, CA 91401
(818) 901-5754
- **LA/Orange**
1 Centerpointe Drive, Suite 150
La Palma, CA 90623
(714) 562-5525
- **San Bernardino**
464 W. 4th Street, Suite 339
San Bernardino, CA 92401
(909) 383-4567
- **San Diego**
7575 Metropolitan Drive, Suite 204
San Diego, CA 92108
(619) 767-2060
- **Northern California**
2424 Arden Way, Suite 410
Sacramento, CA 95825
(916) 263-0704
- **San Francisco Bay Area**
1515 Clay Street, Suite 1103
Oakland, CA 94612
(510) 622-2891
- **Central Valley**
1901 North Gateway Boulevard, Suite 102
Fresno, CA 93727
(559) 454-1295

ANY
QUESTIONS?