Cal/OSHA's Requirements and Recommendations

A Cal/OSHA inspector would probably look for: The written record of a selected committee made up of a balance of management and affected employees that through reviewing investigations, safety issues and inspections, followed by recommendations to management, functions to promote a safe working environment and culture.

This summary is suggested by Cal/0SHA guidelines which place a legal obligation on all employers to provide and maintain a safe and healthful workplace for employees. It also requires that every California employer have an effective written Injury and Illness Prevention Program (IIPP).

Cal/OSHA IIPP requirements include:
- Management commitment/assignment of responsibilities;
- Safety communications system with employees;
- System for assuring employee compliance with safe work practices;
- Scheduled inspections/evaluation system;
- Accident investigation;
- Procedures for correcting unsafe/ unhealthy conditions;
- Safety and health training and instruction, and
- Recordkeeping and documentation.

Their recommended option for compliance with the safety communication requirement is the establishment of a "labor- management safety and health committee". Cal/OSHA will presume the employer is in substantial compliance if the committee:

1. Meets regularly;
2. Makes written records available to affected employees;
3. Reviews results of periodic scheduled worksite inspections;
4. Reviews investigation of occupational accidents and causes and submits reports to management;
5. Reviews investigations of alleged hazardous conditions brought to the attention of any committee member;
6. Assists in the evaluation of employee safety suggestions.

Holding the Safety Advisory Committee's ongoing performance to these standards would hopefully be a good tool for its continuing effectiveness.