

Opening Conference Cont' d

(Answer questions only, do not volunteer information)

- **What to have ready for review**
- IIPP Document and *Records to support* the program
 - Periodic Inspection Records
 - Routine and Special Training Records
 - Haz. Com Program w/ Master List of Chemicals
 - Permits, i.e., pressure vessels, compressors, etc.
- **Other Written Programs where applicable**
 - Respiratory Protection Program
 - Hearing Conservation Program
 - Confined Space Program

Inspection

Things to consider Inform Officer of:

YOUR HOUSE RULES AND ENFORCE THEM
ON THE OFFICER (I.E.)

PPE needed prior to entry

- Wrap around Goggles, Nomex, Steel Toed Shoes, etc.

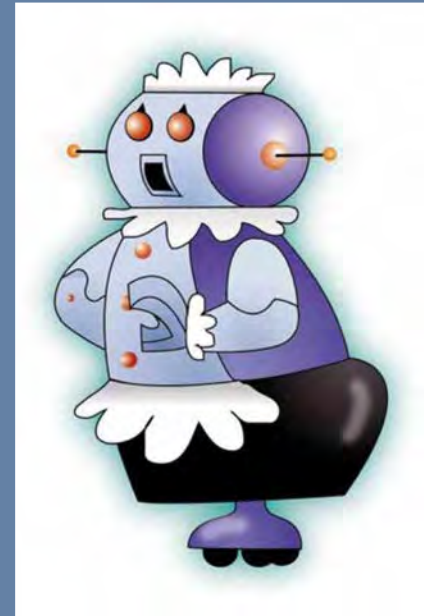
Special Hazards, Equipment, Process

- Chemistries, Bio-hazards, Trenching, etc.

Special Certification Requirements

- Asbestos Cert
- HazWoper Cert
- Confined Space
- Lead Cert

➤ **CAN RECORD CSHO**



“Walk-thru”

Accompany the Inspector



1. The shortest distance DEFINITELY a straight line
2. What the Officer sees, you must see.
3. What the Officer hears, you must hear.

Note: *Employee may ask compliance officer to talk in private.*

4. Photograph what the Officer photographs
5. Sample what the Officer samples
6. Measure what the Officer measures
7. DOCUMENT observations and findings

Closing Conference

- Compliance Officer **should** summarize findings, clarify any additional needs and arrange for any further visits
- **Ask Questions**
 - Clarify ambiguity of any condition(s) observed
 - Clarify documents requests
 - Ask what criteria is applied to abatement dates - Serious/General/Regulatory
 - Ask for expected closing or abatement dates

Section 3203 (T8CCR3203)

Injury and Illness Prevention Program

Importance of this Order

- Applies to ALL Employers doing business in California at any time
- Establishes the who, what, when, where, why and **HOW** of Health and Safety in the workplace
- Cal/OSHA's General Duty Clause
- Composed of 7 Sections
- Still the most often cited Safety Order! WHY!?
 - ✓ House and Record keeping is inadequate

(a) Program must be written

(a)(1) Person(s) with authority and responsibility...

(a)(2) Include a system for ensuring that employees comply with safe work practices. Include: recognition... training and retraining programs, disciplinary actions, or any other such means that ensures employee compliance

(a)(3) Include a system of communication with employeesSubstantial compliance includes: meetings, training programs, posting written communications...or labor/management safety committee.

Exception: Employers with <10 employees may communicate and **instruct orally in general safe work practices.**

(a)(4) Include procedures for identifying and evaluating work place hazards including scheduled periodic inspections...Inspections shall be...

(a)(4)(A) When...first established.

(a)(4)(B) When new processes, substances, procedures, or equipment are introduced.

(a)(4)(C) Whenever...made aware of new hazard or previously unrecognized hazard. Note: if supervisor knows – EMPLOYER knows.

(a)(5) Include a procedure for investigating occupational injuries or illnesses.

(a)(6) Include methods and/or procedures for correcting unsafe work practices, conditions and work procedures in a timely manner:

(a)(6)(A) When discovered or observed; and

(a)(6)(B) When an imminent hazard exists and cannot be immediately abated without endangering employee(s) and/or property.
(competent person?)

(a)(7) Provide training and instruction:

(a)(7)(A) When program first established.

(a)(7)(B) For all new employees.

(a)(7)(C) To all employees given new jobs for which training has not previously been received.

(a)(7)(D) When new substances, processes, procedures or equipment are introduced.

(a)(7)(E) When employer is made aware of a new or previously unrecognized hazard.

(a)(7)(F) For supervisors to familiarize themselves with the safety and health hazards which their employees are being exposed.

(b)(1) Records of scheduled and periodic inspections. Includes: person(s) conducting inspection, unsafe conditions and work practices and corrective action. Records maintained for 3 years.

Exception: Employers with <10 employees may elect to maintain inspection records only until the hazard is corrected.

(b)(2) Documentation of employee safety and health training, including person(s) conducting the training, name or I D of employee trained, training date(s), and type(s) of training. Records shall be maintained for 1 year.

Safety Committee

(c) If a labor/management safety committee is used to comply with subsection (a)(3), Employer will be in substantial compliance if the committee:

(c)(1) Meets regularly, but not less than quarterly.

(c)(2) Prepares and makes available to affected employees, written records of the safety and health issues discussed at the committee meetings and are maintained for 3 years.

(c)(3) Reviews results of the periodic inspections.

(c)(4) Reviews investigations and causes of occupational injuries and illnesses. Where appropriate submits suggestions to management for the prevention of future incidents.

Safety Committee Cont' d

(c)(5) Reviews investigations of alleged hazardous conditions brought to the attention of a committee member. When determined necessary by the committee, the committee may conduct its own inspection and investigation to assist in remedial action.

(c)(6) Submits recommendations to assist in the evaluation of employee safety suggestions; and

(c)(7) Upon request from the Division, verifies abatement action taken by the employer to abate citations issued by the Division

Health & Safety Inspections

Involve:

- Knowledge of Work/Process/Equipment AND
- Recognition of Hazards by seeing, hearing, feeling, smelling AND
- Evaluation of Hazards through sampling, photographing, analyzing AND
- Controlling of Hazards through research and applying Best Available Control Technology/procedure, then control first by:

LADDERS OF CONTROLS

Involve:

Engineering controls

- **Ventilation/Noise Baffles etc.**

Administrative controls

- **Rotate Employee/Task Redesign**

Personal Protective Devices

- **Ear Plugs/Respirators**

Don't Know How? Get Help!! Where?

Cal/OSHA Consultation – **IT'S FREE!!!!!!!**

Functionally, IIPP Code Speak for:

“system, procedure, means, methods, etc” .,

means:

Show **YOUR DECISION LOGIC.**

Prove your **Situational Analysis**
of your process

DO YOU DO ONE OF THESE??

Hazard Correction Work Order Matrix

		Hazard ←-----→			
		Slight 1	Non Serious 2	Serious 3	Imminent Danger 4
P r o b a b i l i t y ↓	Possible But Remote 1	1	2	3	4
	Reasonable But Unlikely 2	2	4	6	8
	Occasional 3	3	6	9	12
	Probable 4	4	8	12	16
	Frequent 5	5	10	15	20

Mishap Probability

1. Unlikely but possible
2. Occurs once in 3years
3. Occurs at least once per year
4. Occurs several times per year
5. Occurs any time

Hazard

1. Slight - No Injury or Equipment damage
2. Non-Serious - Controllable by operator or procedure
3. Serious - Causes injury or equipment damage
4. Imminent - Death; severe injury or major damage

Wrk Ord

Period for Correction

1. Immediate (ASAP)
2. Correction W/In 14 Days
3. Correction W/In 30 Days
4. Correction as resources become available

Q & A

Why do people ask, "What were you thinking?"



Obviously I was thinking I was going to get away with it and not have to explain it!

Hello?

2019 PARMA Conference
Cal/OSHA Inspection
Survival Guide – Part II
MOST COMMONLY ISSUED
CITATIONS - Examined

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2017 Cal/OSHA Most Common Citation – All Industries

#	Standard	Title	Tot. Vio	#Ser	%
1	3203	✓ IIPP	2352	233	9.9
2	3395	✓ Heat Illness	2046	286	14.0
3	1509	✓ Code of Safe Practice	1226	64	5.2
4	3314	✓ LOTO	691	323	46.7
5	342	Reporting	621	5	0.8
6	5194	✓ Haz.Com.	602	14	2.3
7	5144	✓ Resp. Protection	484	36	7.4
8	6151	Portable Fire Ext	419	3	0.7
9	1512	Constr. - Em Med Svcs	371	3	0.8
10	5162	Eyewash/Shower	367	180	49.0
11	461	Pressure Vessel Permit	364	4	1.1
12	3276	Portable Ladders	347	134	38.6
13	2340.16	Clear Space-Elec Equip	326	2	0.6
14	3650	Ind. Trucks – Gen Req.	316	101	32.0
15	3328	Machinery & Equipment	284	109	38.4
16	3400	Med Svcs. & First Aid	212	12	5.7
17	3668	Powered Ind. Truck Oper Train	197	17	8.6
18	1670	Pers. Fall Protect Systems	195	130	66.7
19	5189	✓ Process Safety Mgmnt	189	23	12.2
20	3421	Tree Wrk., Mnt., Removal – Gen	178	29	16.3
21	2500.8	Flex Cords - uses not permitted	169	2	1.2
22	4650	Compr. Gas and Air Cylinders	169	55	32.5
23	3577	Protection of Abrasive Wheels	166	114	68.7
24	3380	Person Protective Devices	165	27	16.4
25	1644	Metal Scaffolds	153	96	62.7

✓ Code requires a comprehensive written program – **Note:** 6 out of 10 top citations are “program” based codes.

Health & Safety Inspections

Require:

- **Hazard Recognition** – Understanding process flow and verify existence by seeing/hearing/feeling/interviewing
- **Evaluation** – Quantify (sampling) based on Severity/Extent and Likelihood AND
- **Control** – Establish timely priority using ladder of control

LADDERS OF CONTROLS

Involve:

Engineering controls

- **Ventilation/Noise Baffles etc.**

Administrative controls

- **Rotate Employee/Task Redesign**

Personal Protective Devices

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Don't Know How? **Get Help!! Where?**

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IIPP & other Safety Code Speak require
understanding of:

“system, procedure, means, methods, etc” .,

means:

Show **YOUR** Decision logic.

Prove **YOUR** Situational analysis of
your processes, personnel, equipment but
mostly, do you

understand “**CODE SPEAK**”

TYPES OF CODES - Helpful Tells

Proscriptive – Contains words like “shall/will/must”

Performance – Scenario based contains option words like may/should/could/consider

Hybrid – Begins with duty statement, then scenario based allows for options – See IIPP/HAZCOM/LOTO/Confined Spaces

Consensus – NIOSH/NFPA/ANSI/CGA/etc. – Enforceable as “Best Practice” and/or if mentioned in codes

Example 1 – THE MOST COMMON

T8CCR 3203 IIPP

(a)(2) Include a system for ensuring that employees comply with safe work practices. Include: recognition... training and retraining programs, disciplinary actions, or any other such means that ensures employee compliance

PROVE functional outcome measures:

- What is progressive discipline? 1,2,3 Strikes???
- How is it applied? Based on severity of the outcome?
- Is it universally applied & equitably enforced?
Evidenced throughout the organization?

Example 1 – THE MOST COMMON

T8CCR 3203 IIPP

(a)(3) Include a system of communication with employeesSubstantial compliance includes: meetings, training programs, posting written communications...or labor/management safety committee. {3203(c)(1)-(7)}

What's required but missing in most = Structure

- Controlling order – “Roberts” rules of order**
- Number – Odd or Even, what is a quorum?**
- Pre-qualifications – member technical experience?**
- Committee Chair – equally shared?**

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What's required but missing in most = EVALUATION

and the problem with Checklists

- What is the N/A all about?**
- No mechanism to TRIAGE hazards**
- No formal/consistent approach to quantifying**

Example 1 – THE MOST COMMON

T8CCR 3203 IIPP

(a)(5) Include a procedure for investigating occupational injuries or illnesses.

**What's required but missing in most = EVALUATION
and the problem with Checklists**

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(a)(6)(A) When discovered or observed; and

(a)(6)(B) When an imminent hazard exists and cannot be immediately abated without endangering employee(s) and/or property. (competent person?)

Missed understanding:

Established correction time line based on severity/extent/likelihood a.k.a. RISK assessment vs. correction

Ex. = Cal/OSHA Abatement Terms:

General <14-30 days

Serious <3-5 days

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(a)(7) Provide training and instruction:

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Example 2 – THE MOST COMMON

T8CCR 3380(f) Personal Protective Equipment

Hazard assessment and equipment selection.

(1) The employer shall assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). If such hazards are present, or likely to be present, the employer shall:....

(2) The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

Missed Opportunity:

Required document missing or incomplete

Example 3 – THE MOST COMMON

T8CCR 3328 Machinery & Equipment

(a) All machinery and equipment:

(1) shall be designed or engineered to safely sustain all reasonably anticipated loads in accordance with recognized engineering principles; and

(2) shall not be used or operated under conditions of speeds, stresses, loads, or environmental conditions that are contrary to the manufacturer's recommendations or....

Missed Opportunity: EMPLOYERS DO NOT MAINTAIN & FOLLOW

OWNERS MANUAL

USERS MANUAL

REPAIR MANUAL

Example 4 – THE MOST COMMON

T8CCR 5097 Hearing Conservation

(b) Monitoring.

(1) When information indicates that any employee's exposure may equal or exceed an 8-hour time-weighted average of 85 decibels, the employer shall obtain measurements for employees who may be exposed at or above that level. Such determinations shall be made by December 1, 1982.

Missed Opportunity: EMPLOYERS DO NOT RELY ON SUBJECTIVE/OBJECTIVE DATA OR INFORMATION

OWNERS MANUAL

EMPLOYEE SYMPTONS

Example 5 – THE MOST COMMON

T8CCR 5155 Airborne contaminants

(e) Workplace Monitoring.

(1) Whenever it is reasonable to suspect that employees may be exposed to concentrations of airborne contaminants in excess of levels permitted in section 5155(c), the employer shall monitor (or cause to have monitored) the work environment so that exposures to employees can be measured or calculated.

Missed Opportunity: EMPLOYERS DO NOT RELY ON SUBJECTIVE/OBJECTIVE DATA OR INFORMATION

SAFETY DATA SHEETS

SMELLS/EMPLOYEE COMPLAINTS

EMPLOYEE SYMPTOMS

OTHER – MOST COMMON

**HEAT ILLNESS
PREVENTION
RESPIRATORY
PROTECTION
L.O.T.O.**

**HAZCOM
MACHINE GUARDING
FORKLIFT
CONFINED SPACE**

**Missed Opportunity: EMPLOYERS DO NOT
UNDERSTAND PERFORMANCE BASED STANDARDS**

- ❑ DO NOT ENGAGE IN SITUATIONAL ANALYSIS**
- ❑ DO NOT INITIATE JHA/JSA/RISK ASSESSMENTS**
- ❑ DO NOT DEVELOP CONSISTENT PROGRAMS**

Health and Safety Templates and Resources

http://ilo.org/safework/info/publications/WCMS_113135/lang-en/index.htm

<http://jsa.ehs.ucla.edu/>

<http://www.ehs.berkeley.edu/job-safety-analysis-jsas-listed-topic>

<http://www.isri.org/safety-best-practices/isri-safety/isri-safety-resources/osha-resources/osha-inspection-checklist#.WSrqzuvyuj4>

<https://www.worksafebc.com/en>

<https://www.statefundca.com/home/StaticIndex?id=http://content.statefundca.com//safety/HazardChecklists.asp>