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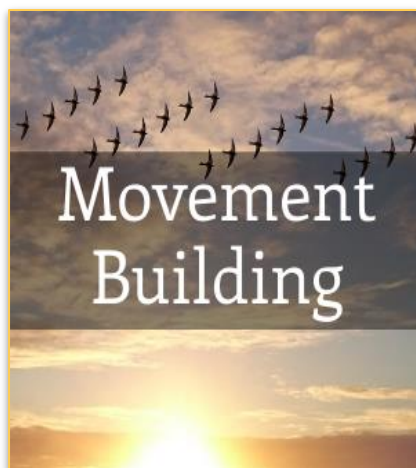
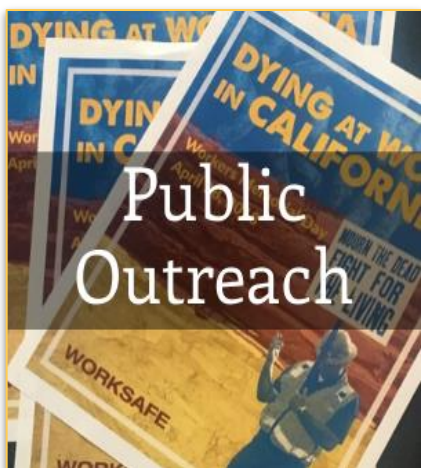


# Common Workplace Safety and Procedures – Part 1

Presented by:  
Jora Trang  
Worksafe



Jora Trang  
Chief of Staff and Equity  
Worksafe  
jtrang@worksafe.org



*Preventing worker illness, injury, and death by bringing justice to the workplace.*

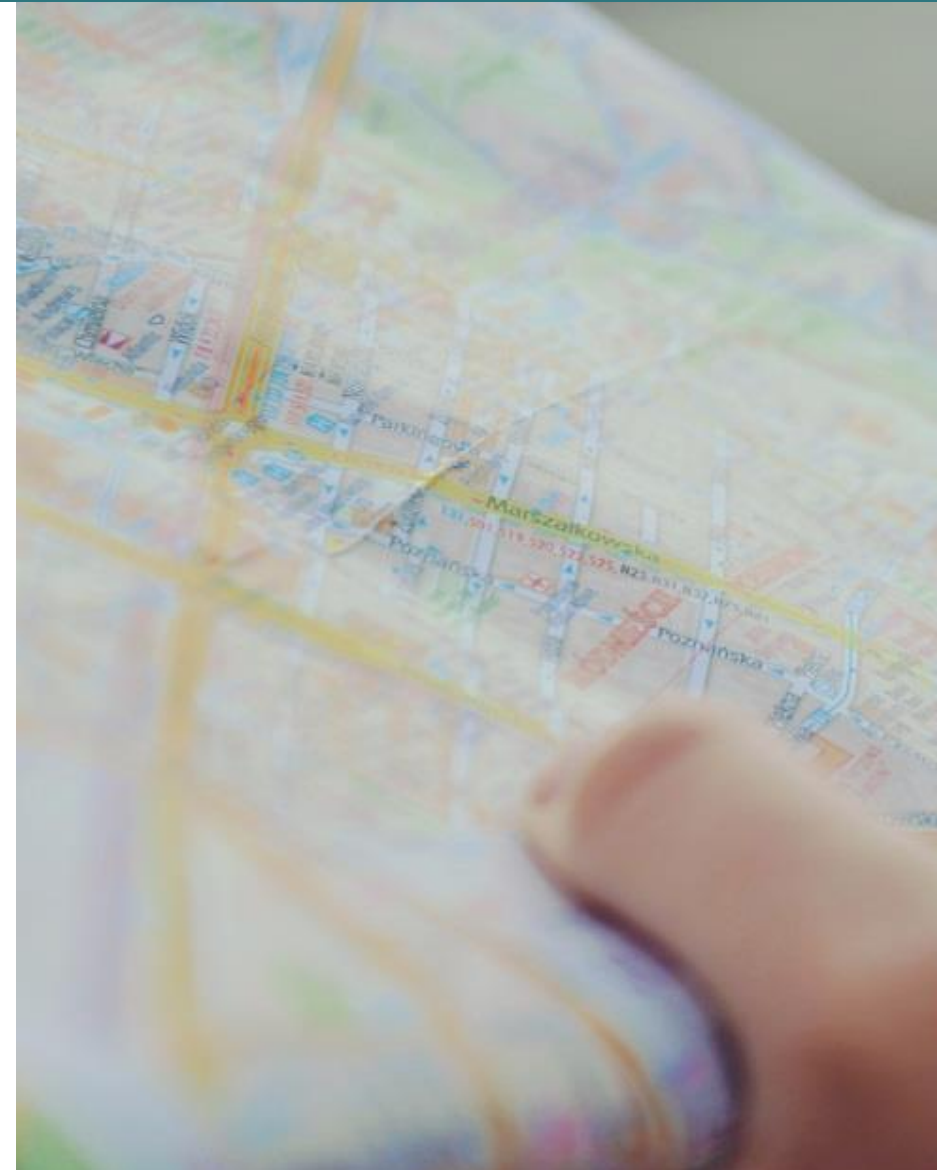
- Increasing worker power
- Supporting more protective laws for workers
- Ensuring just treatment for injured workers
- Raising awareness about occupational safety & health (OSH)

After this learning experience, trainees will:

1. Understand overview of occupational health and safety rights
2. Understand Employer's Duties
3. Understand Worker's rights



- Fundamentals
- Worker's Rights
- Immigrant Status and Workers Rights



# Fundamentals





## Cal/OSHA protections for Occupational Health & Safety





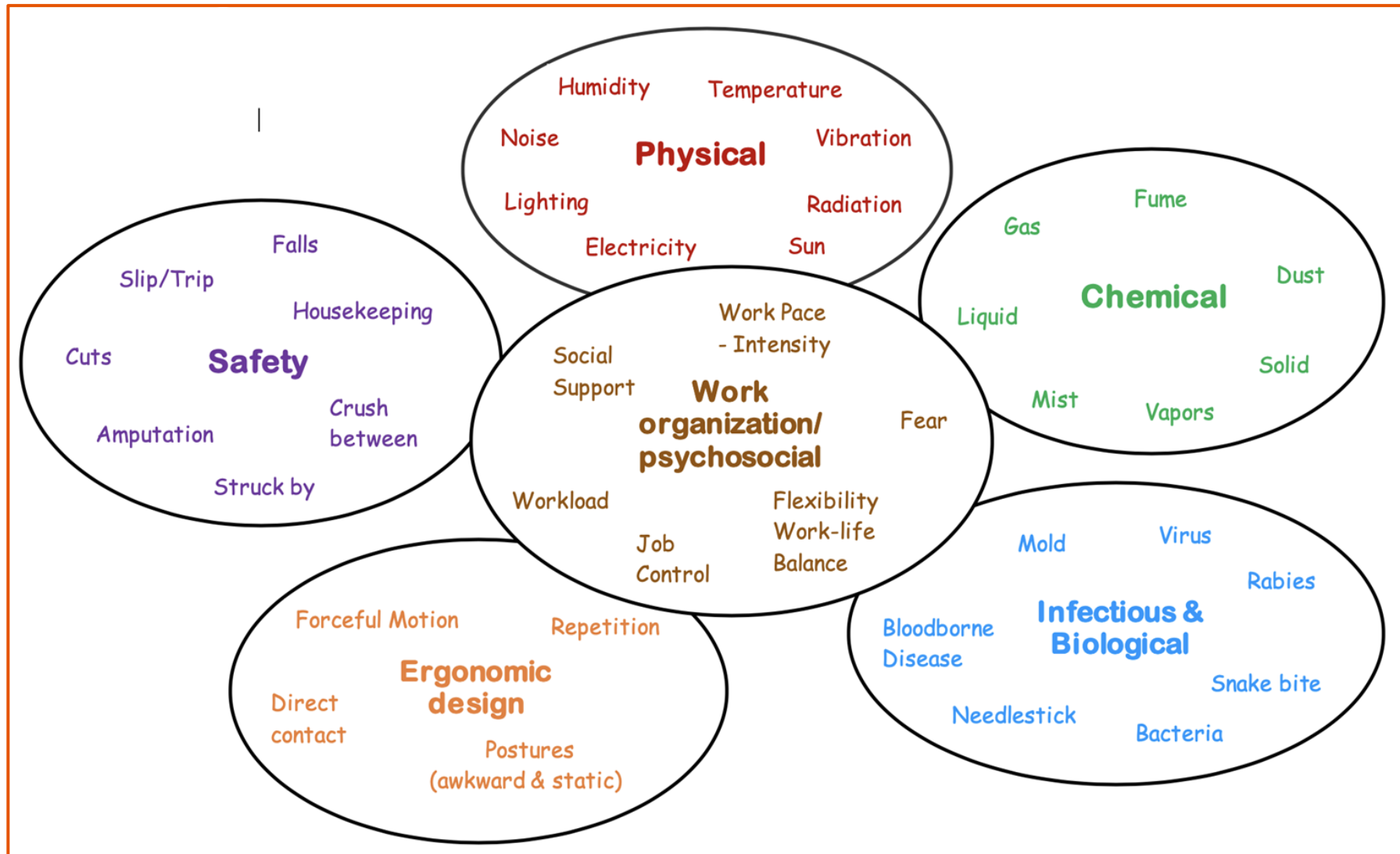
# Occupational Health & Safety

Occupational health is about the social, mental and physical well-being of workers.

## Goals:

- prevent workers getting sick because of their jobs
- protect workers from all hazards on the job
- adapt the workplace to workers' mental and physical needs
- STOP blaming workers for their injuries
- Create a retaliation-free work environment that rewards workers for noting hazards

# Categories of Workplace Hazards

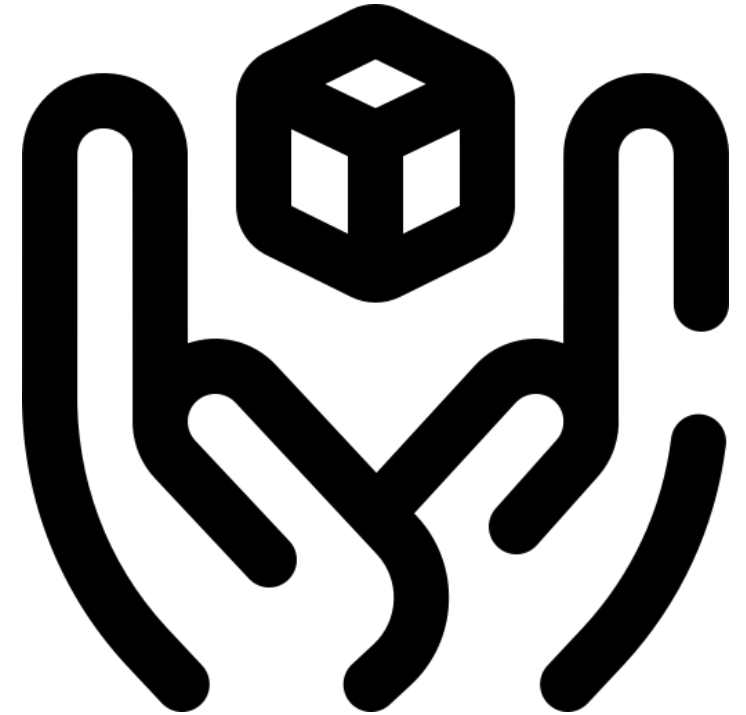


Provide a healthy  
and safe work  
environment

- Responsible for enforcing health and safety laws, rules and standards
- DOSH has a team of inspectors who are either CSEs (compliance safety engineers) or IHs (industrial hygienists) that:
  - Inspect workplaces
  - Issue citations
  - Require abatement (fixing)
  - Issue OPUs (Orders Prohibiting Use)



- Comply with health and safety rules, laws, & standards
- Provide a safe place to work
- Protect the health and safety of ALL workers on the jobsite
- Establish, implement, and maintain an effective Injury and Illness Prevention Program → Find it & Fix it Safety Plan



1. Responsibility
2. Compliance
3. Communication **WITHOUT** Retaliation
4. Hazard Identification & Assessment
5. Accident/Exposure Investigation
6. Hazard Correction
7. Effective Training and Instruction
8. Recordkeeping



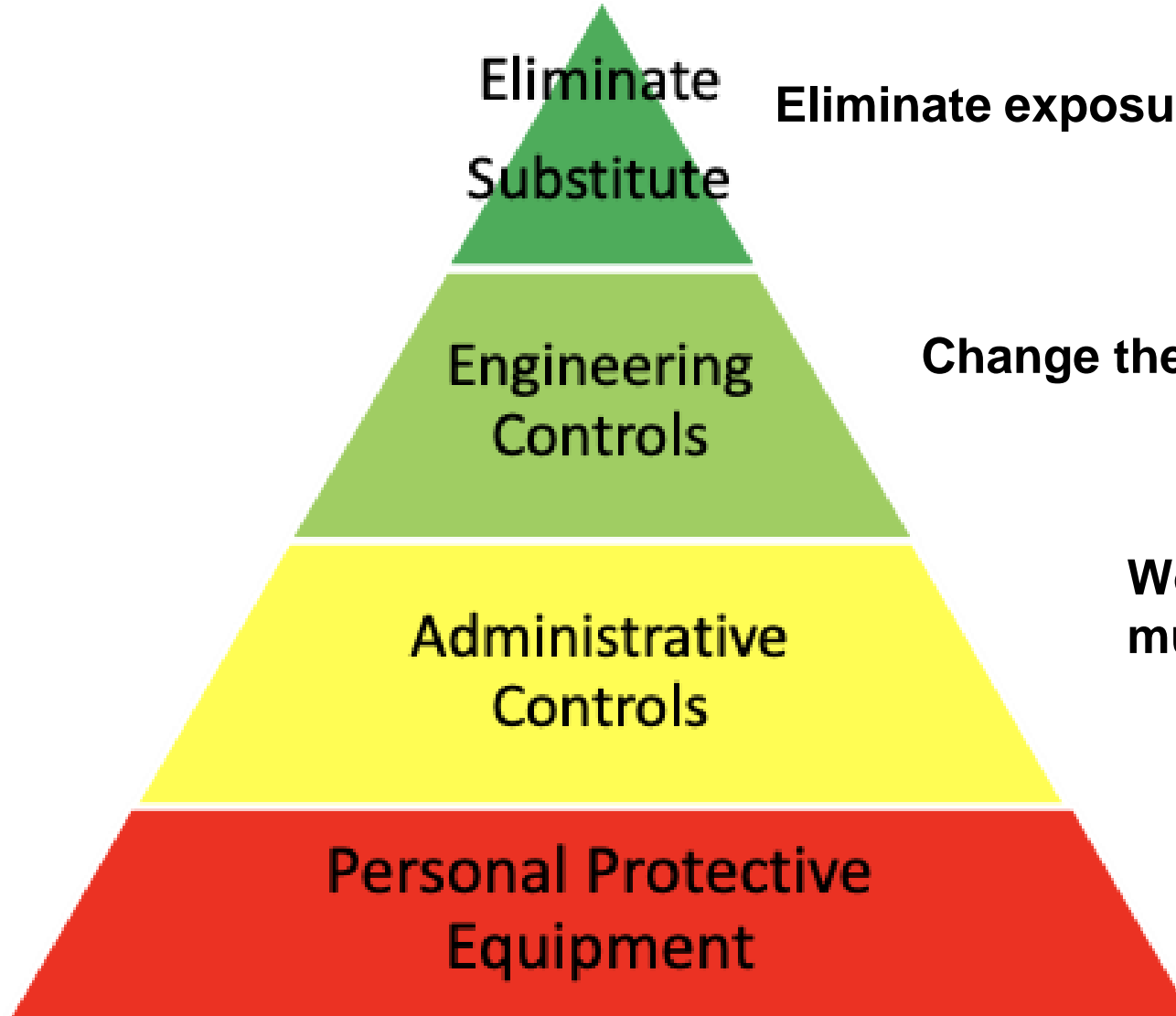


# Hierarchy of Controls

Most Effective  
Most Sustainable



Least Effective  
Least Sustainable



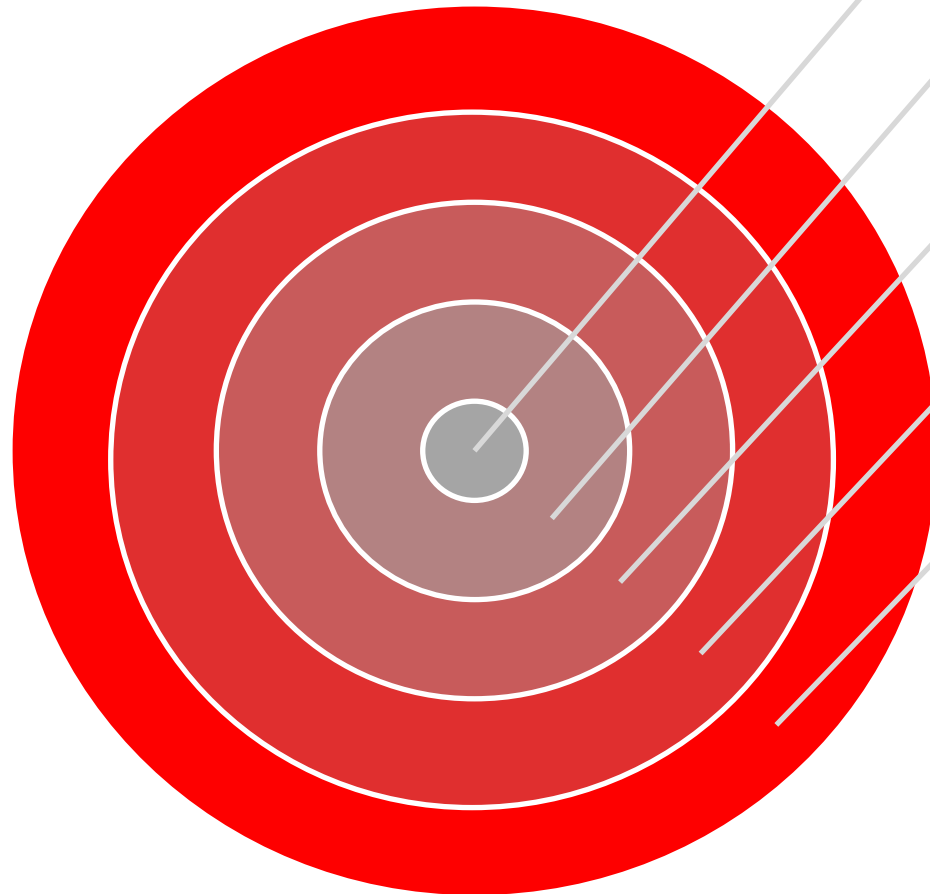
**Eliminate exposure before it occurs**

**Change the workplace**

**Workers or managers must do something**

**Workers must wear something**





**Eliminate or Isolate:** Do not work until AQI is safe, distance between workers and hazards ie move a loud generator away

**Substitution:** Work indoors in ventilated HVAC environment, use nontoxic cleaning substances

**Engineering Controls:** Fall protection, escape and safety route/plans, use wet methods to control dust

**Administration Controls:** work in teams, rotate workers to lessen exposure, work shifts to avoid worker fatigue, buddy system, worker and supervisor trainings, perform heavy work during cooler parts of the day, follow safe work practices

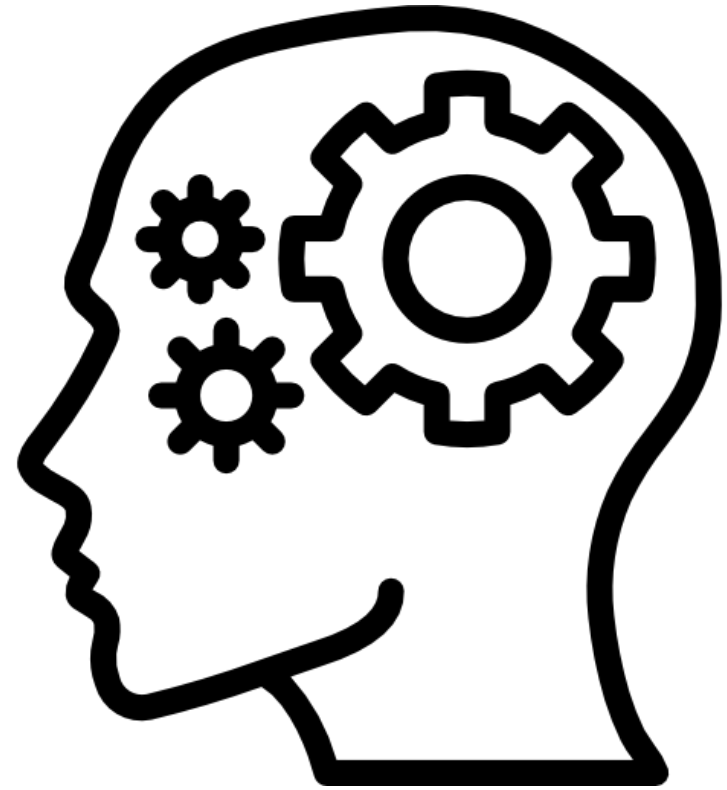
**Personal Protective Equipment:** N95 masks, drinking water, proper protective clothing and gloves, sunscreen, hard hats, safety goggles, steel toe shoes, coveralls, hazmat, ear plugs



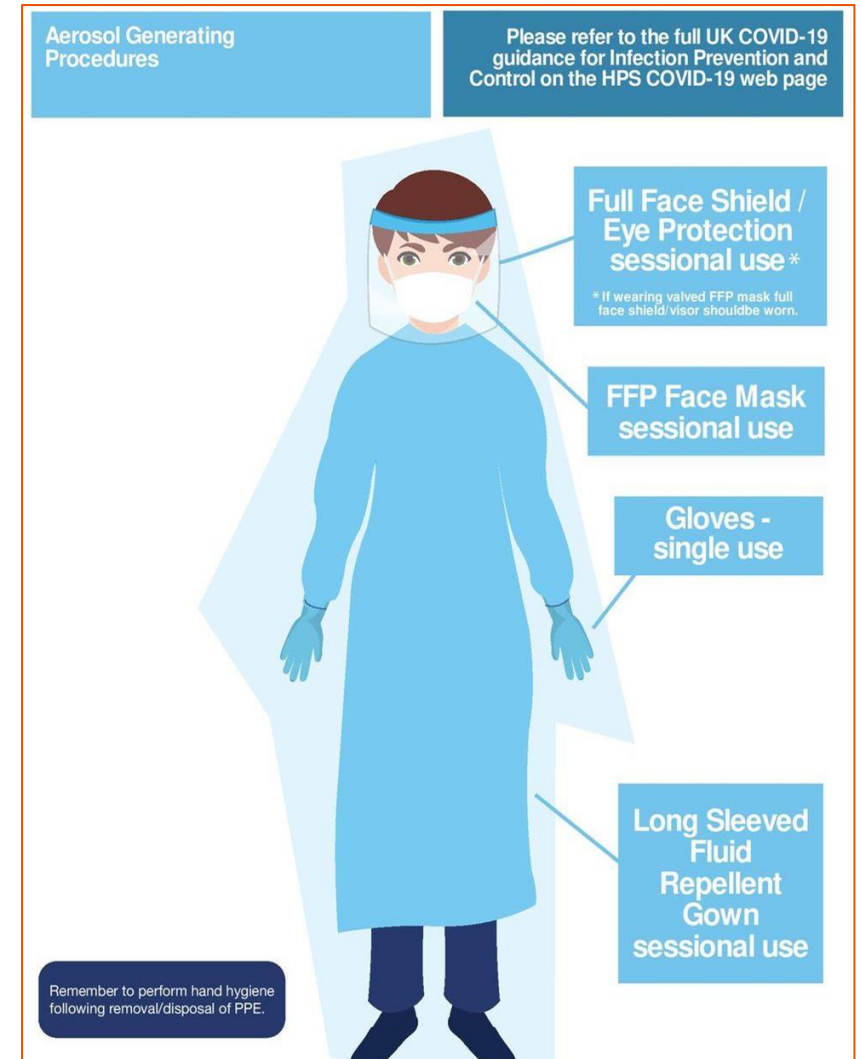
# Worker's Rights



- Know about the risk of exposure to wildfire smoke
- Training on wildfire smoke
- Request and get health and safety information
- Know what are ways it can be transmitted in the workplace



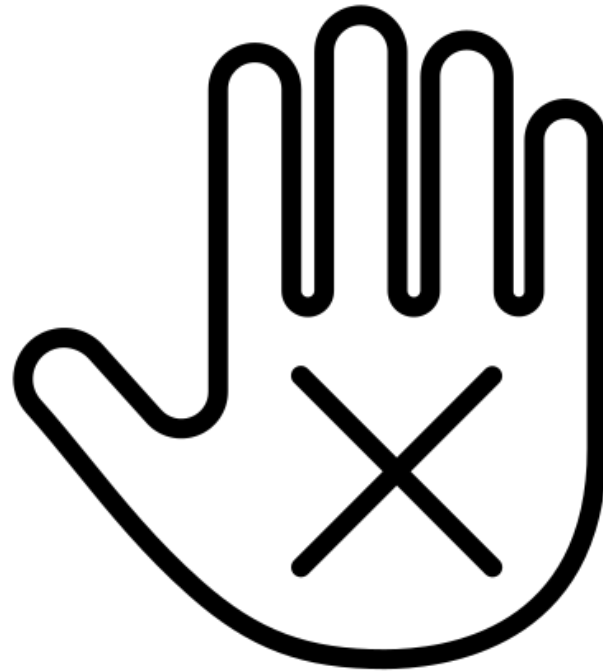
- To work in a safe and healthful workplace
- Hierarchy of Controls to protect the workplace with PPE as the least protective measure
- N-95 mask to protect from wildfire smoke



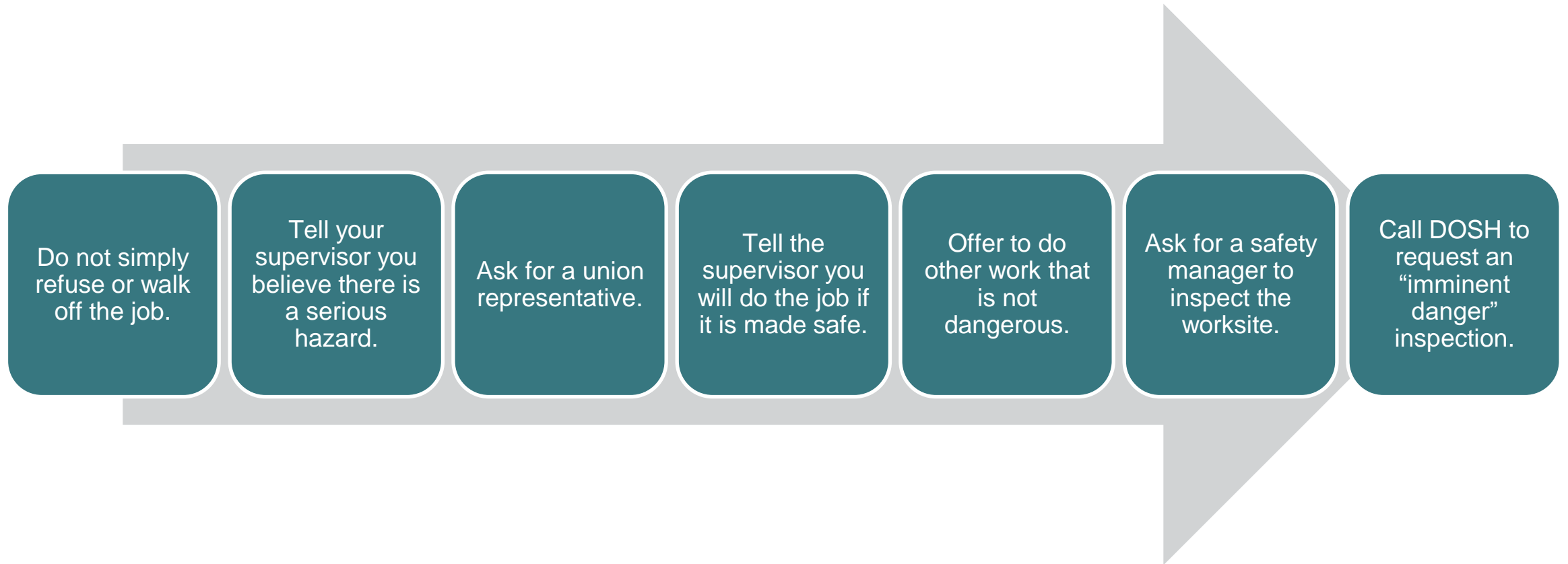
- Know the risk of exposure to the wildfire smoke
- Complain about health & safety
- Refuse to work in an unsafe work environment (death, bodily injury)
- Participate in a workplace health and safety committee
- Participate in a Health & Safety Inspections and Proceedings



- Applies to situations in which a worker in good faith believes that performing the task will result in “REAL AND APPARENT” danger (a fact-based case-by-case analysis)







- Disaster Cleanup: Subcontractors use an informal labor force:
  - Construction crews
  - Domestic workers
  - Day Laborers
- Lack of training
- Lack or compromised OSH protections



# Possible Hazards & Toxic Exposure

electrical hazards	carbon monoxide poisoning	lifting injuries	heavy equipment	extreme heat
unstable structures	hazardous materials response	fire	confined spaces	worker fatigue
respiratory protection	rodents, snakes and insects	downed electrical wires	working outdoors	slips, trips, and falls
felled trees	large pieces of debris with potentially hazardous chemicals	drywall & asbestos, mold, exposures	furniture and items with potentially sharp elements	toxic cleaning chemicals



# Safety Rights Are Protected from Discrimination!

- Health and Safety Laws in California make it unlawful for an employer to:
  - *Retaliate* against a worker for exercising her health and safety rights.
  - *Fire* a worker for refusing to work in an unsafe work environment.
  - *Retaliate* against a worker for disclosing information about the employer's working conditions.





# Immigrant Status and Workers Rights

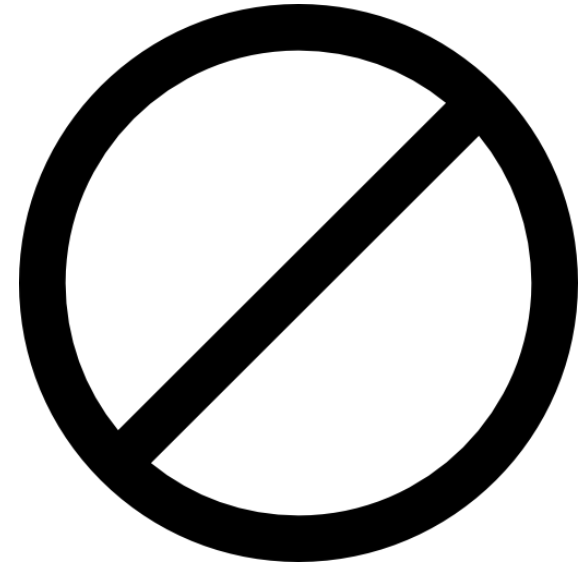
Immigration status  
is **IRRELEVANT**  
**ALL WORKERS**  
are protected



# No Immigration Based Retaliation!

Employers cannot:

- Report or threaten to report a worker's (or their family member's) immigration status
- Extortion: prohibits a threat to report a person's immigration status—or suspected immigration status to obtain his or her property may be extortion.







# No Immigration Based Retaliation!

Engage in unfair immigration-related practices which include:

- Requesting more/different documents than required under federal law;
- Using E-Verify in a manner not required under law;
- Threatening to file/filing a false police report; and
- Threatening to contact/contacting immigration authorities.



# What if there is Retaliation? - DLSE

## Retaliations are handled by the Labor Commissioner – NOT Cal/OSHA

- Or Federal OSHA
- Discrimination and Retaliation for exercising your health and safety rights is handled by another agency
- Deadlines:
  - Fed OSHA: Within **one month** under 11(c) for Fed OSHA
  - DLSE: Within **one year** under 98.7 for DLSE ((Amended by Stats. 2020, Ch. 344, Sec. 1. (AB 1947) Effective January 1, 2021.)



**Thank You**



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Thank you for joining us

Have a nice day!