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Announcing Conn Maciel Carey LLP's 2024 Cal/OSHA Webinar Series!

BY RACHEL L. CONN

Announcing CMC's Cal/OSHA Webinar Series!

California's Division of Occupational Safety and Health (Cal/OSHA) is the most aggressive and enforcement-heavy approved State OSH Program in the nation, and as a result, California employers face a host of requirements that other employers around the country do not. Given that Governor Newsom signed a slew of new bills – including SB 553 Workplace Violence Prevention – most employers stand to be impacted by at least one new standard. In addition, California continues to experience regular changes in the employment law landscape through new legislation and decisions from the California courts. Accordingly, employers should do their due diligence to understand and adhere to their new compliance obligations.

Conn Maciel Carey LLP's complimentary **2024 Cal/OSHA Webinar Series**, which includes at least quarterly programs put on by the Cal/OSHA attorneys in the firm's **national OSHA Practice Group**, is designed to give employers insight into what you can expect in the coming year from the latest legislative and rulemaking developments at Cal/OSHA.

To register for an individual webinar in the series, click on the link in the program description below, or to register for the entire 2024 series, click here to send us an email request, and we will get you registered. **Please note, that registration for the In-Person Cal/OSHA and California Employment Law Summit is separate from the webinar series.** See the description below for more details.

If you missed any of our programs from the past eight years of our annual OSHA Webinar Series, here is a link to a library of webinar recordings. If your organization or association would benefit from an exclusive program presented by our team on any of the subjects in the Cal/OSHA webinar series or any other important Cal/OSHA-related topic, please do not hesitate to contact us.

California's New Workplace Violence Prevention Law
Thursday, November 9, 2023

Cal/OSHA Enforcement and Regulatory Update
Tuesday, December 12, 2023

Top Cal/OSHA Violations
Wednesday, February 21, 2024

Cal/OSHA Mid-Year Update
Wednesday, May 22, 2024

Preparing for and Managing Inspections
Wednesday, August 21, 2024

Cal/OSHA and Employment Law Summit
October 2024 – Date(s) TBD

Annual Cal/OSHA Enforcement and Regulatory Update: Are You Ready for 2025?
Thursday, December 5, 2024

See below for full program descriptions.

Prepare for California's New General Industry Workplace Violence Prevention Law (SB 553)

Thursday, November 9, 2023 at 10 am PT / 1 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

Even while Cal/OSHA was working away on a General Industry Workplace Violence Prevention Rule, on

September 30, 2023, California Gov. Gavin Newsom signed SB 553 – a sweeping new law addressing Workplace Violence Prevention in virtually all California workplaces. California employers (unless they fall under one of the limited exemptions) will be required by July 1, 2024, to establish, implement, and maintain an "effective" written workplace violence prevention plan, investigate every incident of workplace violence (broadly defined), create and maintain violent incident logs, conduct annual employee and supervisor training, and abide by additional recordkeeping requirements. The new law also expands the circumstances and parties who may seek workplace violence restraining orders on behalf of employees and broadens workplace violence restraining orders also to include harassment. Finally, the law requires Cal/OSHA to finalize the Workplace Violence Prevention rule that it has been crafting in short order.

Employers will need to work quickly to understand their new compliance obligations and develop and implement the onerous new requirements. This program will be a deep dive into the background of this new law, the new requirements, the other employment laws implicated by implementing a workplace violence prevention program, what to expect from Cal/OSHA moving forward, and tips and strategies for employers.

Participants will learn:

- The requirements of the Workplace Violence Prevention law
- Landmines awaiting employers as they move into compliance with the new law
- Strategies for developing compliant workplace violence prevention programs
- The intersection between this new Workplace Violence legislation and Cal/OSHA's ongoing workplace violence rulemaking

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.

2024 Cal/OSHA Enforcement and Regulatory Update
Tuesday, December 12, 2023 at 9:30 am PT / 12:30 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

Cal/OSHA and the California legislature have focused significant efforts on extending workplace mandates, in particular workplace violence prevention and indoor heat illness prevention. This annual update will cover the workplace safety mandates that have been recently adopted or are under consideration.

Participants in this webinar will learn about:

- Senate Bill 553, which requires employers in general industry to implement effective workplace violence prevention plans by July 1, 2024
- The status of Cal/OSHA's rulemaking on indoor heat illness prevention, expected to be up for a vote before the Cal/OSH Standards Board in early 2024
- Other regulatory developments from the Cal/OSH Standards Board, such as the status of the rulemaking for a general infectious disease standard, lead, silica and more

- An overview of federal OSHA programs that may impact Cal/OSHA, including walking working surfaces, the warehouse emphasis program, and union walkaround inspection rights rulemaking
- Other updates following the Cal/OSHA Advisory Committee's November 30, 2023 meeting

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.

Top Cal/OSHA Violations
Wednesday, February 21, 2024 at 10 am PT / 1 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

While Cal/OSHA's regulations must be at least as effective as federal OSHA regulations, Cal/OSHA can and certainly does have regulations unique to the Golden State. Employers looking to improve their workplace safety and health program and better manage the risks of agency enforcement can gain helpful insight by reviewing Cal/OSHA's most frequently cited regulations.

Participants in this webinar will learn about:

- Cal/OSHA's most frequently cited regulations
- An overview of industry-specific regulations cited most often
- Regulations unique to Cal/OSHA and how that impacts agency action during inspections

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.

Cal/OSHA Mid-Year Update
Wednesday, May 22, 2024 at 10 am PT / 1 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

As we near the halfway mark through 2024, join us as we take stock of what has happened at Cal/OSHA in the first few months of the year. We'll cover new developments and agency priorities for the remainder of 2024 and beyond.

Participants in this webinar will learn about:

- Cal/OSHA rulemaking and enforcement goals as we move toward the second half of the year.
- As employers come into compliance with SB 553 ahead of the July 1, 2024 deadline to implement an effective workplace violence prevention plan and comply with related workplace violence prevention requirements, how has Cal/OSHA weighed in on the new legislation and advanced its own rulemaking efforts on workplace

violence for general industry
- How can employers navigate requirements regarding heat illness prevention as an indoor heat illness rule comes to fruition
- Other updates and predictions following the Cal/OSHA Advisory Committee's March meeting

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.

Preparing for and Managing Cal/OSHA Inspections
Wednesday, August 21, 2024 at 10 am PT / 1 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

Cal/OSHA has emerged from the pandemic with new tools, resources, and energy for enforcement efforts. As the agency increases its inspections and implements more thorough inspection strategies, it is more important than ever for employers to be prepared for Cal/OSHA inspections.
This webinar provides employers with the knowledge and tools they need to prepare for and manage a successful Cal/OSHA inspection.

Participants in this webinar will learn about:

- The tools Cal/OSHA uses in conducting inspections
- Steps employers can take now to prepare in advance for a Cal/OSHA inspection
- Employers', employees', and Cal/OSHA's rights during OSHA inspections
- Stages of Cal/OSHA inspections, with tips and strategies to manage each stage
- Considerations for handling citations that may issue following an inspection

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.

CMC's 2nd Annual Cal/OSHA and California Employment Law Summit (In-Person)
October 2024 – Date(s) TBD

Conn Maciel Carey LLP's 2nd Annual Cal/OSHA and California Employment Law Summit is an in-person program conducted by the California-based attorneys in CMC's national OSHA Workplace Safety and Labor Employment Practice Groups, to update California employers on important developments involving workplace safety and health and employment law issues in California.

Learn How to Navigate California Requirements:

California's Division of Occupational Safety and Health (Cal/OSHA) is the most aggressive and enforcement-

heavy approved State OSH Program in the nation, and as a result, California employers face a host of requirements that other employers around the country do not. And with a packed rulemaking agenda on the horizon, most employers stand to be impacted by at least one new standard.

In addition, California continues to experience regular changes in the employment law landscape through new legislation and decisions from the California courts. California employers always have something new to learn as the legislative session comes to a close in the fall and we know with certainty which new laws will take effect in 2025.

Our Cal/OSHA and California Employment Law Summit will cover what employers can expect in the coming months from the latest legislative and rulemaking updates to changes in enforcement priorities, and best practices for compliance.

Here is the **agenda** from last year's Inaugural Cal/OSHA and California Employment Law Summit. More information about registration and other details to come! Check out the **website** for official updates.

Annual Cal/OSHA Enforcement and Regulatory Update: Are you Ready for 2025? Thursday, December 5, 2024 at 10 am PT / 1 pm ET

Presented by the Cal/OSHA Team in Conn Maciel Carey's national OSHA Practice Group

The state of California's Division of Occupational Safety and Health, better known as Cal/OSHA, is perhaps the most aggressive and enforcement-heavy approved state OSH Program in the nation. California employers face a host of requirements that other employers around the country do not. Likewise, the Cal/OSHA inspection and appeal process creates several unique landmines for California employers.

Join us for our annual review of all things Cal/OSHA.

Participants in this webinar will learn about:

- New Cal/OSHA regulations
- California legislation impacting workplace safety and health
- Significant Cal/OSH Standards Board decision
- And more

Click here to register for this webinar.

The request for 1.00 General California Minimum Continuing Legal Education (MCLE) credit is pending approval.