

FEBRUARY 12, 2025 | EVENTS

Announcing Conn Maciel Carey LLP's 2025 Cal/OSHA Webinar Series



California's Division of Occupational Safety and Health (Cal/OSHA) is one of the most aggressive and enforcement-heavy State OSH Programs in the nation. California employers face numerous requirements unique to the Golden State and Cal/OSHA is often at the forefront of new regulations. In addition, California's ever-changing employment law landscape requires that employers stay apprised of new compliance obligations, including those that may impact safety and health requirements.

Conn Maciel Carey LLP's complimentary [2025 Cal/OSHA Webinar Series](#), 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 2025 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 below for more details.

If you missed any of our programs from our annual Cal/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 this year's webinar series or any other important Cal/OSHA-related topic, please do not hesitate to [contact us](#).

See below for a full list of the program descriptions.

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Tuesday, March 27, 2025, at 10 am PT / 1 pm ET

Navigating Workplace Safety After COVID-19 Regulations Sunset and Updates on the Potential General Industry Infectious Disease Standard

Presented by [Rachel Conn](#), [Megan Shaked](#), and [Andrea Chavez](#)

The last remaining COVID-19 Prevention Non-Emergency Regulations in California expired on February 3, 2025, with recordkeeping requirements remaining in effect until February 3, 2026. In this webinar, we will explore strategies for managing COVID-19 hazards and other communicable illnesses under the Injury and Illness Prevention Plan regulation and provide guidance on updating your Aerosol Transmissible Diseases (ATD) plan.

As the non-emergency rule phases out, the agency intends to release a discussion draft and convene an advisory committee meeting to consider a potential permanent infectious disease standard for General Industry. In addition, revisions to the ATD standard as also expected. Join us as we examine these developments and their future impact on workplace safety.

[Click here to register](#) for this webinar.

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Thursday, April 24, 2025, at 10 am PT / 1 pm ET

Federal and State OSHA Heat Illness Prevention (OSHA / Cal/OSHA Crossover)

Presented by [Beeta Lashkari](#), [Megan Shaked](#), and [Mark Ishu](#)

As temperatures begin to rise, now is the time to remind employees about the importance of heat illness prevention. Although FedOSHA made tremendous efforts towards promulgating a heat illness prevention standard for both outdoor and indoor work settings during the Biden Administration, it stopped a little short of the finish line. Most recently, it requested public comments on its proposed rule, which were due on January 14, 2025, and scheduled an informal public hearing, coming up on June 16, 2025. While we do not expect much activity on the rulemaking end this term, FedOSHA still has many enforcement tools in its toolbox.

Additionally, many OSH State Plan states have their own heat illness prevention standards. These include, for example, California (separate standards for outdoor and indoor heat), Washington (outdoor heat), Oregon (single standard for both outdoor and indoor heat), Minnesota (indoor heat), and, newly adopted at the end of 2024, Maryland (single standard for both outdoor and indoor heat) and Nevada (single standard for both outdoor and indoor heat). Of course, these standards apply to employers in their respective states, regardless of FedOSHA's

lack of a current standard.

Employers should start getting ready to implement heat illness prevention and mitigation measures now, first and foremost, to protect their employees, and to avoid potential OSHA citations. Join us for our webinar discussing FedOSHA's heat illness rulemaking – its status, scope and what it may require – as well as the other significant steps Federal and State OSHAs are taking to address heat illness.

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Wednesday, May 21, 2025, at 10 am PT / 1 pm ET

Mid-Year Cal/OSHA Update

Presented by [Rachel Conn](#), [Megan Shaked](#), and [Samuel Rose](#)

Our annual Mid-Year Update webinar is a great opportunity for employers to check in and get a comprehensive update on all things Cal/OSHA. Join us as we explore what Cal/OSHA has been up to midway through 2025, from staffing, to rulemaking, and enforcement.

Participants in this webinar will learn about:

- Cal/OSHA rulemaking and enforcement goals as we move toward the second half of the year.
- Updates on the latest rulemaking at the agency.
- Other updates and predictions following Cal/OSHA Advisory Committee meetings

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Wednesday, June 18, 2025, at 10 am PT / 1 pm ET

Top Cal/OSHA Violations

Presented by [Rachel Conn](#), [Andrea Chavez](#), and [Samuel Rose](#)

Cal/OSHA's regulations must be at least as effective as federal OSHA regulations. But Cal/OSHA has one of the most complex safety and health regulatory schemes in the country, full of regulations unique to California. Knowing Cal/OSHA's most frequently citation regulations can assist employers in evaluating their safety and

health program. It can also help mitigate the risks that come with enforcement actions.

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.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Thursday, July 24, 2025, at 10 am PT / 1 pm ET

Top Strategies for Reviewing your Safety Program

Presented by [Rachel Conn](#), [Megan Shaked](#), and [Samuel Rose](#)

An employer's safety and health program can help achieve numerous goals for a workplace, including avoiding injuries and illnesses, engaging workers in a culture of safety, and enhancing business operations. Periodic review of your safety and health program is a vital part of ensuring a comprehensive and effective program is in place. Join us as we explore best practices and strategies for reviewing your safety program.

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Wednesday, August 27, 2025, at 10 am PT / 1 pm ET

How Safety Impacts the Workplace Beyond OSHA: Labor/Employee Relations, W&H, Unfair Competition

Presented by [Megan Shaked](#), [Andrea Chavez](#), and [Samuel Rose](#)

An employer's safety program can intersect with numerous aspects of a company's operations from employment law compliance to labor relations, and beyond. Join our California team as we don both our labor & employment and safety hats and unpack the most common ways safety impacts the workplace beyond OSHA compliance.

Participants in this webinar will learn about:

- Common California laws to be aware of in implementing and enforcing your safety program
- When other members of your organization may need a seat at the table
- Challenges and benefits presented by the intersection of these varied topics

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Wednesday, September 10, 2025, at 10 am PT / 1 pm ET

Protect Your Interest: Workplace Crisis Management (L&E / OSHA / MSHA Crossover)

Presented by [Letitia Silas](#), [Eric Conn](#), and [Nicholas Scala](#)

Whether it's a prolonged labor strike, a publicized workplace fatality, or a sudden violent attack against your employees or customers, your organization would benefit from a legal, strategic, and practical approach to identifying, preparing for, and responding to significant workplace events with widespread negative implications.

This webinar will explore what businesses can do to prevent and minimize operational, fiscal, reputational, and legal harm, and ensure business continuity, by implementing strategies to proactively identify and mitigate risks as well as appropriately respond to and manage a crisis to protect their business and brand.

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit. It has also been approved by SHRM for 1 hour of HR professional development credit and 1 (General) recertification credit hour through the HR Certification Institute.

Thursday, October 16, 2025, at 10 am PT / 1 pm ET

Process Safety Update: The Latest with OSHA's PSM Standard, EPA's RMP Rule, the Chemical Safety Board, and Cal/OSHA's PSM Unit

Presented by [Valerie Butera](#), [Rachel Conn](#), and [Beeta Lashkari](#)

A second Trump administration has, unsurprisingly, brought with it some changes in the process safety

landscape. Controversial EPA regulations have been rolled back and OSHA's long anticipated updates to the PSM standard have stalled out yet again. CSB has also affected process safety, rolling out new investigation reports and industry recommendations. We will discuss the impacts of these changes on compliance and enforcement.

Cal/OSHA's PSM Unit has been busy this year, adding multiple inspectors and dramatically increasing enforcement activities. We will discuss enforcement trends and strategies for successfully navigating a Cal/OSHA PSM inspection.

This process safety update will:

- Review the status of OSHA's rulemaking and EPA's RMP and their impacts on enforcement
- Discuss lessons learned from recent CSB activity
- Analyze other process safety related developments at OSHA under the second Trump Administration
- Examine the latest enforcement trends in Cal/OSHA's PSM program

[Click here to register for this webinar.](#)

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.

Tuesday, October 21, and Thursday, October 23, 2025

CMC's 3rd Annual Cal/OSHA and California Employment Law Summit (In-Person)

Conn Maciel Carey LLP's 3rd 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 2026.

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.

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

Thursday, November 13, 2025, at 10 am PT / 1 pm ET

Strategies to Prevent Workplace Violence and an Overview of the Ever-Growing Legal Landscape (L&E / OSHA / Cal/OSHA Crossover)

Presented by [Rachel Conn](#), [Dan Deacon](#), and [Andrea Chavez](#)

Workplace violence has been a focus for both the Occupational Safety and Health Administration ("OSHA") and the Equal Employment Opportunity Commission ("EEOC") for several years, as it continues to be one of the leading causes of occupational injuries in the country. While OSHA has no specific standard for workplace violence, the OSH Act's General Duty Clause requires employers to provide a workplace free from recognized serious hazards, and OSHA has instituted enforcement actions under its General Duty Clause after incidents of workplace violence. OSHA has also initiated a rulemaking to address workplace violence in specific industries.

California has taken the lead in implementing the first workplace violence rule in the country for general industry, requiring nearly all California employers (unless they fall under one of the limited exemptions) to establish, implement, and maintain an "effective" written workplace violence prevention plan, investigate every workplace violence incident (broadly defined), create and maintain violent incident logs, conduct annual employee and supervisor training, and abide by additional recordkeeping requirements. Numerous state laws also govern workplace violence in specific industries, such as retail, hospitality, and healthcare. Most recently, in September 2024, New York adopted the [New York Retail Worker Safety Act](#) which likely reflects the start of a trend in workplace violence prevention laws nationwide.

Additionally, the EEOC has prioritized ways to effectively prevent and address workplace violence, particularly in workplace harassment. Furthermore, outside of OSHA, state legislation, and the EEOC, employers can be held liable for workplace violence through other claims such as negligent hiring and supervision.

Participants in this webinar will learn:

- What constitutes workplace violence

- EEOC and OSHA enforcement priorities
- Legal risks associated with workplace violence
- Updates on federal OSHA workplace violence rulemaking
- California's Workplace Violence law
- New York's Retail Worker Safety Act
- Patchwork of State Laws to deter and address workplace violence

[Click here to register](#) for this webinar.

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit. It has also been approved by SHRM for 1 hour of HR professional development credit and 1 (General) recertification credit hour through the HR Certification Institute.

Thursday, December 4, 2025 at 10 am PT / 1 pm ET

Annual Cal/OSHA Enforcement and Regulatory Update: Are you Ready for 2026?

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.

This program has been preapproved for 1.00 General California Minimum Continuing Legal Education (MCLE) credit.