

JANUARY 29, 2026 | EVENTS

Announcing Conn Maciel Carey LLP's 2026 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 [2026 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.

Please note that registration for the [In-Person Cal/OSHA and California Labor and Employment Law Summit](#) is separate from the webinar series. See below for more details. Each webinar is pending General California Minimum Continuing Legal Education (MCLE) credits.

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.

Tuesday, February 17, 2026, at 1 p.m. PT / 4 p.m. ET

[Cal/OSHA's High Hazard Unit: How Employers Can](#)

Prepare for Targeted Enforcement in High-Hazard Industries

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

Cal/OSHA has a specialized High Hazard Unit dedicated to conducting targeted programmed inspections in certain "High Hazard Industries." The scope of industries covered by the High Hazard unit is based on industry rates of preventable occupational injuries/illnesses and workers' compensation losses. Using a regularly updated High Hazard Industry List identifying targeted industries, Cal/OSHA conducts comprehensive inspections of select employers included among the high hazard industries. The 2025-2026 High Hazard Industry List covers a wide variety of employers, including certain employers in agriculture, construction, manufacturing, wholesale and retail trade, transportation & warehousing, and more.

Participants in this webinar will learn:

- The structure of the High Hazard unit within Cal/OSHA
- The basis for and scope of inspections conducted by the High Hazard Unit
- The factors that may contribute to a particular employer being selected for a High Hazard inspection
- Exceptions and limits to High Hazard Unit inspections
- Review of the 2025-2026 High Hazard Industry List and additional insights from past years' lists
- How other existing emphasis programs may impact High Hazard inspections
- Best practices for employers who may be subject to High Hazard inspections

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

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

Tuesday, March 24, 2026, at 1 p.m. PT / 4 p.m. ET

Unique Cal/OSHA and West Coast Regulations

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

The Western States are home to some of the most unique state-plan states in the country, often implementing regulations requiring more than is required under federal OSHA. For employers operating in multiple jurisdictions or nationwide, it is critical for health and safety teams to be aware of the unique requirements and practices in state-plan states where employers have operations. Join us for this webinar to review some of the most unique aspects of the state plans in California, Oregon, Nevada and Washington and hear from our Conn Maciel Carey attorneys who practice frequently in these jurisdictions.

Participants in this webinar will learn:

- How the Western state-plan states differ from federal OSHA
- Insights into how these agencies operate differently, for example, based on different funding mechanisms
- Overview of regulations and penalty structures unique to these jurisdictions
- How policies, procedures, enforcement priorities, and practice vary in these states
- Recent developments, trends, and predictions for future rulemaking and enforcement

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

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

Wednesday, April 8, at 10 a.m. PT / 1 p.m. ET

Federal and State OSHA Heat Illness Prevention

Presented by [Rachel L. Conn](#), [Rachel L. Graeber](#), and [Beeta B. Lashkari](#)

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, OSHA held a public rulemaking hearing on the proposed rule, which started on June 16, and concluded on July 2, 2025. The post-hearing comment period for individuals who registered for the hearing ended on October 30, 2025. While we still do not have a final rule, 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), 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 OSAs are taking to address heat illness.

Participants in this webinar will learn:

- The latest FedOSHA and state rulemaking efforts, including emphasis programs
- Strategies for reviewing and updating heat illness prevention plans and training
- Summary of 2025 enforcement trends and predictions for 2026

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

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

Thursday, May 14, 2026, at 11 a.m. PT / 2 p.m. ET

Cal/OSHA Mid-Year Update

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

Whether you are a regular on our webinar series or attend select sessions, join us for our annual mid-year update for an overview of the latest updates from Cal/OSHA. In this webinar, we will cover the status of agency staffing, rulemaking efforts, enforcement goals, and other agency priorities impacting employers.

Participants will learn about:

- Cal/OSHA rulemaking efforts, including informal rulemaking working through the advisory committee process as well as formal rulemaking that is ongoing or anticipated in the coming year
- Cal/OSHA enforcement priorities and goals, including updates on enforcement regarding workplace violence prevention, Bureau of Investigation, and more
- Key insights from Conn Maciel Carey's participation at Standards Board, Appeals Board, and Advisory Committee meetings

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

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

Tuesday, June 23, 2026, at 11 a.m. PT / 2 p.m. ET

When Safety Impacts Litigation Beyond Cal/OSHA

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

Workplace safety and health matters can touch on litigation beyond an investigation and enforcement action by Cal/OSHA. A single workplace safety incident can implicate numerous laws from privacy rights, anti-discrimination protections, general liability, accommodations issues, workers' compensation matters, third-party litigation, and more. Employers who can identify these issues at an early stage are in the best position to get the support and resources they need to best manage throughout the life of a matter.

Participants in this webinar will learn about:

- The intersection of safety and health with numerous topics and how OSHA counsel can assist.
- The OSHA implications when injured employees file Serious & Willful claims in their workers compensation matters
- The impact of third-party litigation related to health and safety matters

- When other members of your organization may need a seat at the table beyond the usual players
- Challenges and best practices for responding when these varied topics intersect

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

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

Tuesday, July 21, at 11 a.m. PT / 2 p.m. ET

At the Crossroads: Legal Overview and Best Practices for Managing the Intersection of Labor, Employment, and Safety

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

An employer's safety program can often touch on employment and labor law issues. 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:

- An overview of California wage and hour laws and the impact such requirements can have on a safety program, for example requirements for rest breaks and heat illness prevention breaks, and restrictions on certain productivity requirements
- How to balance the requirements to enforce your safety program with best practices for managing performance and discipline in line with California employment laws
- Best practices for handling complaints and investigations in light of common protections against discrimination, harassment, retaliation, and whistleblowers
- When to consider the National Labor Relations Act, even in a non-union workplace
- When to get various players involved, including safety and health, human resources, legal, etc.

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

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

Thursday, August 13, 2026, at 11 a.m. PT / 2 p.m. ET

Review of Division Procedures a Year After Audit

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

In 2024, the California State Auditor released Report 2024-115, highlighting critical challenges within the Cal/OSHA, including staffing shortages, inconsistent inspections and investigations, inadequate documentation, weak abatement verification, and limited use of technology.

In response, Cal/OSHA has been actively implementing comprehensive reforms, many of which should be fully implemented in 2026. This webinar will explore these changes, their timelines, and practical implications for employers.

Participants will learn about:

- Cal/OSHA Policy and Procedure updates (including C-1A, C-1B, C-2, C-7A, C-20, C-36, C-45, C-170), addressing:
 - On-site inspection decision-making and documentation
 - Letter investigations
 - Accident investigations
 - IIPP evaluations
 - Employee interview standards
 - Internal evidence reviews during inspections
 - Abatement verification requirements
 - Fine assessment and penalty documentation
- Other Cal/OSHA reforms and operational changes, including:
 - Collaboration with the Department of Industrial Relations (DIR) on recurring case file audits
 - Efforts to address chronic staffing vacancies
 - Development and rollout of an electronic case management system
 - Implementation of an online complaint submission tool
- The Bureau of Investigations' (BOI) development of a comprehensive Investigative Policy and Procedure Manual, governing case review, investigative standards, and referrals to prosecutors

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

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

Tuesday, September 15, 2026, at 9 a.m. PT / 12 p.m. ET

Workplace Violence Prevention Strategies and an Overview of the Ever-Growing Legal Landscape

Presented by [Rachel L. Conn](#), [Rachel L. Graeber](#), and [Scott Hecker](#)

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, New York implemented 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.](#)

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

Tuesday, October 8, and Thursday, October 10, 2026

CMC's 4th Annual Cal/OSHA and California Employment Law Summit (In-Person)

Conn Maciel Carey LLP's 4th 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 2027.

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.

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 12, 2026, at 10 a.m. PT / 1 p.m. ET

Understanding the Differences Between the Fed/OSHA General Duty Clause and the Cal/OSHA Injury and Illness Prevention Program

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

The Federal OSHA General Duty Clause requires employers to provide a workplace "free from recognized hazards that are causing or are likely to cause death or serious physical harm." Employers may be cited under this provision when a serious, recognized hazard exists, and reasonable steps to prevent or correct the hazard have not been taken. Because it applies when no specific OSHA standard addresses a particular risk, the General

Duty Clause often serves as a broad, catch-all enforcement tool.

In contrast, California's Injury and Illness Prevention Program (IIPP) is a proactive, mandatory safety regulation that requires every employer to maintain a written and effectively implemented workplace safety program. The IIPP goes beyond addressing only serious or fatal hazards—it requires employers to identify, evaluate, investigate, and correct unsafe or unhealthy conditions, work practices, and procedures. As a result, IIPP violations are among the most frequently cited by Cal/OSHA.

This webinar will compare the scope, requirements, and enforcement of the General Duty Clause and the IIPP, highlighting their key similarities and differences. Attendees will gain practical guidance on compliance expectations and actionable steps employers can take to strengthen safety programs and reduce enforcement risk.

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

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

Wednesday, December 2, 2026, at 10 a.m. PT / 1 p.m. ET

Annual Cal/OSHA Enforcement and Regulatory Update: Are you Ready for 2027?

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

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.

