STATE COMPLIANCE EXHIBIT

CALIFORNIA

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**State Plan (private sector)**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in California. The master program applies in full; this exhibit adds the California requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	State Plan - private and public sector (Cal/OSHA, DIR Division of Occupational Safety and Health)
Serious injury and fatality reporting	Stricter than federal: report any death or serious injury/illness (as defined in 8 CCR 330(h), including in-patient hospitalization beyond observation and amputation) to Cal/OSHA immediately and no later than 8 hours, by phone to the district office or the online mechanism (8 CCR 342).
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 CALIFORNIA REQUIREMENTS

Item / Topic	Requirement
2.1 Written Program, Committees and Training	Every employer must keep an effective written Injury and Illness Prevention Program (IIPP) covering responsibility, compliance, communication, hazard assessment, investigation, correction and training (8 CCR 3203). (Cal. Code Regs. tit. 8 §3203 (IIPP))
2.2 Written Program, Committees and Training	Construction employers must also adopt a written Code of Safe Practices and hold toolbox/tailgate safety meetings at least every 10 working days (8 CCR 1509). (Cal. Code Regs. tit. 8 §1509)
2.3 Heat, Cold and Wildfire Smoke	Outdoor work requires a written heat illness prevention plan, water, shade when it exceeds 80 F and high-heat procedures at 95 F (8 CCR 3395); indoor work areas at 82 F or more are covered by 8 CCR 3396 (operative July 23, 2024), with full assessment and control duties, including feasible engineering controls, at 87 F. (Cal/OSHA Heat Illness Prevention (8 CCR 3395 outdoor, 3396 indoor))

2.4 Heat, Cold and Wildfire Smoke	Wildfire smoke rule applies when the PM2.5 AQI is 151 or higher and exposure is reasonably anticipated: employers must monitor AQI, communicate, train, use feasible controls and supply N95-type respirators for voluntary use; respirator use becomes mandatory above AQI 500 (8 CCR 5141.1). (Cal. Code Regs. tit. 8 Sec. 5141.1 (Wildfire Smoke))
2.5 Workplace Violence	Most employers must maintain a written workplace violence prevention plan, train employees and keep a violent incident log (Labor Code 6401.9, enforceable since July 1, 2024). The Standards Board must adopt a general-industry standard by Dec. 31, 2026; as of late Oct. 2026 drafts had been released for comment but the rule had not yet been formally noticed, so the statute governs for now. (Cal/OSHA Workplace Violence Prevention Guidance)
2.6 Permits, Licenses and Utility Locates	Cal/OSHA permits are required for trenches/excavations 5 ft or deeper that workers enter, erection or demolition work on structures over 36 ft high, certain scaffolding/falsework over 36 ft, and tower crane erection (8 CCR 341); general-industry crane operators need an accredited certificate (8 CCR 5006.1); 811 notice is at least 2 working days and no more than 14 calendar days ahead (Gov. Code 4216.2). (Cal. Code Regs. tit. 8 §341)
2.7 Asbestos, Lead and Environmental	Contractors handling 100 sq ft or more of construction material over 0.1% asbestos must register with Cal/OSHA before work (8 CCR 341.6) and give the nearest district office written notice before each separate job (8 CCR 341.9); work under 8 CCR 1529 at a temporary site also needs district office notice at least 24 hours ahead (8 CCR 5203). Lead abatement workers need state lead certification, and from July 1, 2027 renovation firms disturbing lead paint will too (H&S Code 105254). (Cal/OSHA Asbestos Contractors' Registration Unit - Asbestos Information)
2.8 Workers' Compensation Injury Reporting	Employers must file the Employer's Report of Occupational Injury or Illness (Form 5020) with their insurer (or DIR if self-insured) within 5 days of knowledge of any injury causing lost time beyond the day of injury or medical treatment beyond first aid (Labor Code 6409.1). (Cal. Labor Code §6409.1)
2.9 Drug Testing and Cannabis	Gov. Code 12954 (AB 2188) bars discrimination for off-duty cannabis use or non-psychoactive metabolite tests, but it does not apply to employees in the building and construction trades or to positions requiring a federal background check or security clearance. (Cal. Gov. Code Sec. 12954 (AB 2188))
2.10 Driving	Yes: drivers may not hold and operate a phone or wireless device; it may be used only hands-free/voice-operated, or mounted with a single swipe or tap (Vehicle Code 23123.5). (Cal. Vehicle Code §23123.5)

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 Written Program, Committees and Training: Every employer must keep an effective written Injury and Illness Prevention Program (IIPP) covering…	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: Construction employers must also adopt a written Code of Safe Practices and hold toolbox/tailgate safety…	Yes / No / N/A	Action / notes
2.3 Heat, Cold and Wildfire Smoke: Outdoor work requires a written heat illness prevention plan, water, shade when it exceeds 80 F and high-heat…	Yes / No / N/A	Action / notes
2.4 Heat, Cold and Wildfire Smoke: Wildfire smoke rule applies when the PM2.5 AQI is 151 or higher and exposure is reasonably anticipated…	Yes / No / N/A	Action / notes
2.5 Workplace Violence: Most employers must maintain a written workplace violence prevention plan, train employees and keep a violent…	Yes / No / N/A	Action / notes
2.6 Permits, Licenses and Utility Locates: Cal/OSHA permits are required for trenches/excavations 5 ft or deeper that workers enter, erection or…	Yes / No / N/A	Action / notes
2.7 Asbestos, Lead and Environmental: Contractors handling 100 sq ft or more of construction material over 0.1% asbestos must register with…	Yes / No / N/A	Action / notes

2.8 Workers' Compensation Injury Reporting: Employers must file the Employer's Report of Occupational Injury or Illness (Form 5020) with their insurer…	Yes / No / N/A	Action / notes
2.9 Drug Testing and Cannabis: Gov. Code 12954 (AB 2188) bars discrimination for off-duty cannabis use or non-psychoactive metabolite tests…	Yes / No / N/A	Action / notes
2.10 Driving: Yes: drivers may not hold and operate a phone or wireless device; it may be used only…	Yes / No / N/A	Action / notes
Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- Cal. Code Regs. tit. 8 §3203 (IIPP)
- Cal/OSHA Heat Illness Prevention (8 CCR 3395 outdoor, 3396 indoor)
- Cal. Code Regs. tit. 8 Sec. 5141.1 (Wildfire Smoke)
- Cal/OSHA Workplace Violence Prevention Guidance
- Cal. Code Regs. tit. 8 §341
- Cal/OSHA Asbestos Contractors' Registration Unit - Asbestos Information
- Cal. Labor Code §6409.1
- Cal. Gov. Code Sec. 12954 (AB 2188)
- Cal. Vehicle Code §23123.5
- Cal. Code Regs. tit. 8 §1509

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date