

Letter to the Editor...**Opinion: About All Those Cal/OSHA Personnel Vacancies**

As the unnamed “pundit” claiming that Cal/OSHA field inspector vacancies are above 40%, according to the latest data released by Department of Industrial Relations, please allow me to comment on your April 11th article “Debra Lee Confirmed as DOSH Chief.”

It has always been unclear whether the vacancy rate claimed by DIR and Cal/OSHA – 23% in their latest version – included just the field inspectors (Compliance Safety and Health Officers, or CSHOs), or also included enforcement office clerical staff and/or other parts of Cal/OSHA that are not involved in regulatory enforcement. Also, DIR routinely withholds release of the staffing data for months – so the “latest available” Cal/OSHA organizational chart released by DIR is dated November 30th, 2024.

While all sections of Cal/OSHA deserve to be fully staffed, it is the CSHOs in enforcement District Offices that are the critical measure of what level of protection California workers will receive from Cal/OSHA. The latest available data released by DIR verify that the CSHO vacancy rate is 43%, 15 District Offices have CSHO vacancies above 40%, and eight enforcement offices have vacancy rates above 50%.

Enforcement offices that have less than half the compliance officers for whom there is authorized funding simply cannot meet the mission or mandate of Cal/OSHA. California’s 19 million workers pay the price for this every week with injuries, illnesses, and deaths on the job caused by employers who are out of compliance with state law.

If anyone would like to check this pundit’s math, I invite them to look at the DOSH organizational charts, generated by DIR monthly, that are posted at the “Inside Cal/OSHA” website and simply count the number of filled and vacant CSHO positions.

I wish Chief Lee well with her new responsibilities and also wish that DIR would meet its responsibility to provide her with a

fully staffed, effective worker protection agency.

*Garrett Brown
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DIR responds: “As noted on Cal/OSHA’s webpage ‘Data on Cal/OSHA Staffing,’ the vacancy rate as of December 31, 2024, for the division overall was 23%, the lowest it has been in multiple years. Cal/OSHA currently has 183 enforcement inspectors (safety engineers and industrial hygienists) responsible for conducting inspections to ensure compliance with workplace safety and health standards across California. The current vacancy rate for these inspectors in the Enforcement Branch is 35%. Recruitment remains a top priority for Cal/OSHA, and we are actively recruiting candidates to increase staffing levels.”

Letters are encouraged, and Cal-OSHA Reporter endeavors to publish as many (with as varied opinions) as possible. Letters do not necessarily reflect the opinions of Cal-OSHA Reporter

**Employer Recognition****Latest VPP, Golden Gate Employers**

The following employers have received recognition from Cal/OSHA for their workplace safety efforts with certification into the Voluntary Protection Program and the Golden Gate Partnership Program.

VPP:

Aerojet Rocketdyne in Canoga Park, which recently recertified. A designer and manufacturer of propulsion

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