

June 19, 2019

Cal/OSHA status at the end of the state fiscal year 2018-19

Here are the latest – end of the fiscal year – status charts for DOSH staffing and related issues in June 2019.

The main take-away messages are:

- There are 32 vacant field compliance officer (CSHO) positions – three more than May – for a vacancy rate of 12.8%
- The most understaffed regions are the Bay Area (Region I) with 12 vacancies and Los Angeles (Region IV) with 9 vacancies
- There are major leadership vacancies, some of which have been vacant for months:
 - Chief of DOSH
 - One Regional Manager (Region VI)
 - Three District Managers (San Bernardino, LEFT/South, and Santa Ana)
 - Two of the three districts of the Mining & Tunneling unit
- Cal/OSHA continues to have inspector to worker ratios that are way less protective than the states of Washington and Oregon, as well as Fed OSHA's ratio back in 1980
- Cal/OSHA continues to have fewer CSHOs (212 field available) than Fish & Game Wardens (250) for the state
- Cal/OSHA continues to have only 27 CSHOs in the field that speak languages other than English for a workforce of 19+ million, and an estimated 5 million who speak other languages.

Since July 2015, DIR has “left on the table” more than \$18.4 million in authorized state funds in vacant CSHO positions that could have been used for enforcement activities.

The context for this ongoing, years-long understaffing is a freeze, or “slow down” to a glacial pace, in hiring at the Department of Industrial Relations. The lack of a Chief for Cal/OSHA – six months after Governor Gavin Newsom took office – is another problem combined with vacancies for the DIR Director and Labor Commissioner positions. Labor Secretary Julie Su will not be able to do her job with major holes in her leadership team and with huge vacancies in the divisions under her supervision.

Best to all,
Garrett Brown