Cal/OSHA Enforcement:
Fines
Criminal Prosecution
and the Court of Public Opinion

California Farm Labor Contractor's Association

Agricultural Labor Forum

November 2025

San Luis Obispo, CA

William Krycia MPH CIH(1985-2023)

Cal/OSHA:
Fines, Criminal Prosecution, & the Court of Public Opinion

- Cal/OSHA Enforcement: Fines, Criminal Prosecution, & the Court of Public Opinion - The agency has been investing in investigators, lawyers, and seeking criminal charges against employers. What does this buildup mean for ag employers and what should you be doing – or not?

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Citation types
  - Penalties
- Enforcement/Bureau of Investigation (BOI)
- California Labor Code
  - Criminal Sections
- Influential Events
- DIR Press Releases
- Recommendations

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Cal/OSHA
  - Enforcement
    - Enforce Title 8, California Administrative Code
      - Issue citations with monetary penalties
      - Can issue stop work order, (OPU, Order Prohibiting Use)
      - Can/Are mandated to make criminal Referrals
  - Cal/OSHA Consultation
    - Can't do any of that, but provide no cost assistance upon request

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Bureau of Investigations (BOI)
- The Bureau of Investigations is responsible under Labor Code section 6315 for the following:
  - Investigating employee fatality and serious injury cases
  - Preparing and referring cases to local and state prosecutors for criminal prosecution
  - District attorneys can prosecute employers under Labor Code section 6423 or 6425 for knowingly, negligently, or willfully violating an occupational safety or health standard. Criminal sanctions can include monetary fines and imprisonment in a county jail or state prison.

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Serious violation:
  - A violation is presumed to be "serious" if compliance personnel can show there is "a realistic possibility that death or serious physical harm could result from the actual hazard created by the violation" (Labor Code section 6432(a)). An employer can rebut this presumption by showing that the employer "did not know and could not, with the exercise of reasonable diligence, have known of the presence of the violation" (Labor Code section 6432(c)).
- Reference: https://www.dir.ca.gov/DOSHPol/P&pc-1B2.pdf

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Willful Violation
  - - is a violation where evidence shows that the employer committed an intentional and knowing, as contrasted with inadvertent, violation, and the employer is conscious of the fact that what he is doing constitutes a violation of a safety law; or, even though the employer was not consciously violating a safety law, he was aware that an unsafe or hazardous condition existed and made no reasonable effort to eliminate the condition.

State of California
Department of
Industrial Relations

NEWS RELEASE

Release Number: 2025-10 **Date:** January 27, 2025

▸ español

Cal/OSHA increases civil penalty amounts for 2025

The increases adjust for inflation and ensure Cal/OSHA is consistent with California and federal law.

Oakland — On January 1, 2025, the Department of Industrial Relations' (DIR) Division of Occupational Safety and Health (Cal/OSHA) increased penalties for certain violations.

For citations issued on or after January 1, 2025, the maximum penalties for violations classified as regulatory, general, willful, or repeat are as follows:

- The maximum penalty for general and regulatory violations, including posting and recordkeeping violations, is $16,285.
- The maximum penalty for willful and repeat violations is $162,851.
- The maximum penalty for violations classified as serious is $25,000; it did not increase.
- The minimum penalty for willful violations is $11,632.

This annual increase is required by law and was enacted by the California Legislature in 2017. This legislation authorizes increases in certain minimum and maximum civil penalties, making them consistent with federal OSHA's civil penalties. The increase is based on the Bureau of Labor Statistics' report on the October Consumer Price Index for All Urban Consumers each year. This year's adjustment for inflation rate was approximately 2.6%.

About Cal/OSHA

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers who have questions or need assistance with workplace health and safety programs can call Cal/OSHA's Consultation Services Branch at 800-963-9424 or

Cal/OSHA Citation Types

Type	Fine
General Violation	$16,285
Serious Violation	$25,000
Serious and Willful	$162,851

Recent Agricultural Experience with Citations

- To agricultural employers in California:
  - For CY 2024, 685 inspections
  - For FFY 2025 (October 2024-September 2025)
    - 994 citations
    - $2,725,648 in penalties

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- In the data for most frequent citations for FFY 25
  - Title 8 Section 3441(a) was one of the more frequently issued citations
    - *26 citations had a total penalty of approximately $293,000*

Cal/OSHA:
Fines, Criminal Prosecution, & the Court of Public Opinion

- § **3441. Operation of Agricultural Equipment**.
- (a) Operating Instructions and Safe Work Practices.
- **(1) At the time of initial assignment and at least annually thereafter, the *employer shall instruct every employee* in the safe operation and servicing of all equipment with which the employee is, or will be involved including, instruction on the safe work practices and operating rules provided in subsection (a)(2).**
- (2) Agricultural equipment shall be operated in accordance with the following safe work practices and operating rules:
- (A) Keep all guards in place when the machine is in operation;
- (B) Permit no riders on agricultural equipment other than persons required for instruction or assistance in machine operation;
- EXCEPTION: to Subsection (a)(2)(B): The operation of agricultural tractor-mounted personnel transport carriers when used, operated and maintained in accordance with subsection (i) of this section.
- (C) Stop engine, disconnect the power source, and wait for all machine movement to stop before servicing, adjusting, cleaning, or unclogging the equipment, except where the machine must be running to be properly serviced or maintained, in which case all steps and procedures which are necessary to safely service or maintain the equipment shall be taken;
- (D) Make sure everyone is clear of machinery before starting the engine, engaging power, or operating the machine;
- (E) Lock out electrical power before performing maintenance or service on agricultural equipment. (See Article 3 of the Low-Voltage Electrical Safety Orders.)

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- District attorneys can prosecute employers under Labor Code section 6423 or 6425 for knowingly, negligently, or willfully violating an occupational safety or health standard. Criminal sanctions can include monetary fines and imprisonment in a county jail or state prison.

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- **Labor Code 6423**
- (a) **Except where another penalty is specifically provided, every employer and every officer, management official, or supervisor having direction, management, control, or custody of any employment, place of employment, or of any other employee, who does any of the following is guilty of a misdemeanor:**
- (1) Knowingly or negligently violates any standard, order, or special order, or any provision of this division, or of any part thereof in, or authorized by, this part the violation of which is deemed to be a serious violation pursuant to Section 6432.
- (2) Repeatedly violates any standard, order, or special order, or provision of this division, or any part thereof in, or authorized by, this part, which repeated violation creates a real and apparent hazard to employees.
- (3) Knowingly fails to report to the division a death, as required by subdivision (b) of Section 6409.1.
- (4) Fails or refuses to comply, after notification and expiration of any abatement period, with any such standard, order, special order, or provision of this division, or any part thereof, which failure or refusal creates a real and apparent hazard to employees.
- (5) Directly or indirectly, knowingly induces another to commit any of the acts in paragraph (1), (2), (3), or (4) of subdivision (a)

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- LC6425.
- (a) **Any employer and any employee having direction, management, control, or custody of any employment, place of employment, or of any other employee, who willfully violates any occupational safety or health standard, order, or special order, or Section 25910 of the Health and Safety Code,** and that violation caused death to any employee, or caused permanent or prolonged impairment of the body of any employee, is guilty of a public offense punishable by imprisonment in a county jail for a term not exceeding one year, or by a fine not exceeding one hundred thousand dollars ($100,000), or by both that imprisonment and fine; or by imprisonment in the state prison for 16 months, or two or three years, or by a fine of not more than two hundred fifty thousand dollars ($250,000), or by both that imprisonment and fine; and in either case, if the defendant is a corporation or a limited liability company, the fine may not exceed one million five hundred thousand dollars ($1,500,000).

Asm. Labor Chair Calls for Stiffer Penalties, More Criminal Referrals for Workplace Deaths, Injuries

Cal/OSHA audit hearing discussed findings of rampant fake investigations, heavy discounts on fines

FOR IMMEDIATE RELEASE:
Wednesday, August 27, 2025

Veronica Lopez
vero.lopez@asm.ca.gov

Sacramento — In a hearing on the state auditor's findings of multiple failings in Cal/OSHA, **Assembly Labor Chair Liz Ortega (D-San Leandro)** announced plans for a bill to increase criminal prosecutions of employers when workers die or are seriously injured on the job and pressed officials for discounting fines by more than half.

"When do you make the decision to make criminal referrals to prosecutors? Is it after the first death, after the second death, after the third death?" asked Asm. Ortega, after sharing a story about an employer in her district, Alco Scrap Metal, where three workers have died in the last eight years. To date, Alco has paid only $18,000 in fines. The company was recently referred for criminal prosecution for the most recent death.

The audit, which Asm. Ortega requested last year, found that more than 82% of so-called "investigations" were handled by mail instead of on-site investigations. When Cal/OSHA does perform a real investigation, there is little accountability. Over the last five years, 8,362 employers had their fines discounted by an average of 56%—even in cases involving serious injuries and deaths. Just 1.7% of serious cases were referred for criminal prosecution. The hearing included representatives from the Department of Industrial Relations (DIR), including Director Jennifer Osborne and Division of Occupational Safety and Health Chief Debra Lee, as well as a panel of labor and workplace safety advocates.

Lawmakers and advocates echoed Asm. Ortega's concerns about fine discounts, raising concerns that Cal/OSHA is acting more as an advocate for employers than an enforcer of worker protections. When asked if simply hiring more staff would fix the agency's failures, State Auditor Grant Parks was blunt: no, noting that Cal/OSHA is still operating under policies that haven't been updated in 17 years.

Asm. Ortega asked panelists from DIR what it costs district attorneys to investigate and criminally prosecute negligent

Asm. Ortega asked panelists from DIR what it costs district attorneys to investigate and criminally prosecute negligent employers for deaths and serious injuries. They did not have a number.

"Well, I'd really suggest you ask the DA. Because I am going to be looking into your budget, and given your staffing concerns, it's clear you don't have the capacity to increase referrals for criminal prosecution. So I will be looking into legislation that ensures employers are held accountable," said Ortega.

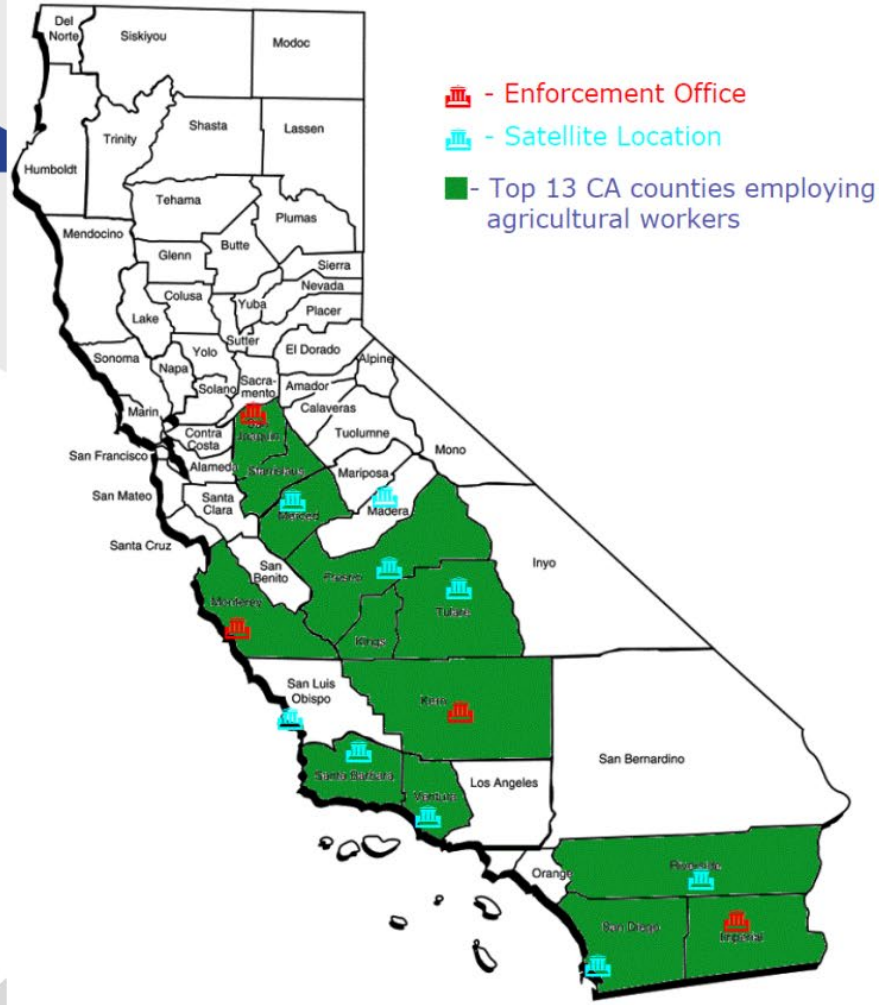
Just 1.7% of serious cases were referred for criminal prosecution.

Assembly Labor Chair Liz Ortega (D-San Leandro) announced plans for a bill to increase criminal prosecutions of employers when workers die or are seriously injured on the job

Reference: https://a20.asmdc.org/press-releases/20250827-asm-labor-chair-calls-stiffer-penalties-more-criminal-referrals-workplace

Agricultural Enforcement Task Force and Outreach Unit (AETFO)

- Enforcement District Offices
  - Lodi
  - Salinas
  - Bakersfield
  - El Centro
- Satellite Locations
  - Merced
  - Madera
  - Fresno
  - Tulare
  - San Luis Obispo
  - Santa Barbara
  - Ventura
  - Riverside
  - San Diego



DIR State of California Department of Industrial Relations EST. 1927

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- See newsclip from KERO Bakersfield:
  - https://www.youtube.com/watch?v=vA85hLkmCKs
- Actively hiring up to 50+ inspectors
- Ag training for current inspectors

State of California
Department of
Industrial Relations

NEWS RELEASE

Release Number: 2024-64 **Date:** August 22, 2024

Cal/OSHA bolsters staff to investigate the most egregious violations, referring them for criminal prosecution

WHAT YOU NEED TO KNOW: Cal/OSHA is strengthening its efforts to increase workplace safety by ramping up recruitment and hiring more investigator staff for its Bureau of Investigations. This important unit is responsible for investigations related to the most serious workplace injuries, including death and makes recommendations for criminal prosecutions.

Oakland — Today the Department of Industrial Relations (DIR) and its Division of Occupational Safety and Health (Cal/OSHA) announced that it has increased it staffing for its Bureau of Investigations (BOI) unit. Since July, a total of nine positions have been filled for offices throughout the state. This includes a new Chief Investigator and eight investigative staff. Special Investigators are now co-located with enforcement offices in Redding, Sacramento, Oakland, Modesto, Fresno, Bakersfield and San Diego. Along with this round of hires, BOI is also in the process of recruiting a Supervising Special Investigator for Northern California and an additional investigator in either Santa Barbara or Riverside.

"The Bureau of Investigations has a separate but important role focusing on the criminal responsibility of employers in accident-related deaths and life altering injuries," said Cal/OSHA Chief Debra Lee. "Having more resources at BOI will help Cal/OSHA in its mission and bring attention to the importance of workplace safety and health."

WHY IT MATTERS: Previously, the BOI unit operated statewide with just a fraction of its current staffing. This latest announcement will allow BOI to tackle more cases and ensure that the most negligent of employers are held accountable.

The California Division of Occupational Safety and Health (Cal/OSHA) is a division with the Department of Industrial Relations that helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers who have questions or want assistance with workplace health and safety programs can call Cal/OSHA's Consultation Services Branch at 800-963-9424.

BOI Expansion:
The Department of Industrial Relations has strengthened and restructured BOI to expand its ability to hold criminally negligent employers accountable. The unit now includes a dedicated team of eight investigators co-located with enforcement offices throughout the state in Redding, Sacramento, Oakland, Modesto, Fresno, Bakersfield and San Diego. Two supervising investigators have been added to support both Northern and Southern California along with a chief investigator.

Additionally, the unit's capacity has been bolstered by dedicating seven attorneys along with a new attorney supervisor position focused on advancing BOI cases and supporting the unit's work. These strategic investments allow BOI to take on a greater number of complex investigations and reinforce California's commitment to protecting workers and pursuing justice in the most serious workplace incidents.

https://www.dir.ca.gov/DIRNews/2025/2025-80.html

State of California
Department of
Industrial Relations

NEWS RELEASE

Release Number: 2024-105 **Date:** December 12, 2024

▸ español

Cal/OSHA issues $276,425 citation for willful-serious heat violations

Sacramento—The California Division of Occupational Safety and Health (Cal/OSHA) has issued $276,425 in penalties to Parkwood Landscape Maintenance, based in Van Nuys, California, for willfully violating state heat illness prevention regulations. Cal/OSHA, a division of the Department of Industrial Relations (DIR), determined that the employer deliberately and knowingly failed to follow heat protection requirements, marking its first willful heat violation citation in more than five years.

What Cal/OSHA Chief Debra Lee Said: "Employers have a responsibility to protect their workers from the dangers of extreme heat. It is unacceptable for any business to blatantly ignore safety protocols, putting their employees at serious risk. This enforcement action underscores our commitment to holding employers accountable and ensuring safe workplaces across California."

This investigation began on June 6, 2024, when the Cal/OSHA Van Nuys District Office received a complaint about employees working outdoors without access to water or heat illness training provided by their employer.

The company failed to provide employees with required protections, such as access to water, shaded areas, and proper training on preventing heat-related illnesses. Additionally, they lacked written procedures for addressing work conditions in high temperatures, which often exceeded 95 degrees Fahrenheit. Employees also had to purchase their own drinking water, a breach of California's heat illness prevention standard.

This citation follows a previous violation in 2022, in which the company was cited under Title 8 Section 3395(i) for failing to meet heat safety requirements. Despite being provided with model heat illness prevention procedures, Parkwood Landscape Maintenance did not implement the necessary preventive measures to ensure worker safety.

Cal/OSHA investigates heat-related incidents and complaints of hazards at both indoor and outdoor worksites in industries such as agriculture, landscaping, and construction among others. These investigations ensure compliance with the heat illness prevention standard, the injury and illness prevention standard, and indoor heat illness protections.

Cal/OSHA's Heat Illness Prevention special emphasis program includes enforcement of the heat regulation as well as multilingual outreach and training programs for California's employers and workers. Details on heat illness prevention requirements and training materials are posted on

https://www.dir.ca.gov/DIRNews/2024/2024-105.html

A Van Nuys-based landscaping company has been fined more than a quarter of a million dollars for "deliberately and knowingly" failing to follow state heat protection rules.

The citation marks the first time the workplace safety agency has issued its most severe charge for a heat safety violation, determining the violations were "serious" and "willful."

Excerpts from:
https://www.latimes.com/business/story/2024-12-13/van-nuys-landscaping-company-fined-for-serious-and-willful-heat-violations

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- The case stems from a criminal referral by Cal/OSHA's Bureau of Investigations (BOI) and was prosecuted by the Los Angeles County District Attorney's Office.
- **Under the terms of the plea agreement, California Ranch Foods must:**
  - **Invest $1.6 million in safety improvements at the facility**
  - **Pay $50,000 to BOI to support enforcement efforts**
  - **Serve three years of probation**
  - **Pay a $1 million criminal fine**
  - **Donate $4 million to local food banks**
  - **Acknowledge a $35 million civil settlement with the victims' families**

- Extensive media coverage in Sacramento area and other areas of the State for multiple days
  - TV, radio, social media

https://www.dir.ca.gov/DIRNews/2024/2024-85.html

Press Room / News Releases / DIR News Release

DIR EST. 1927 State of California Department of Industrial Relations

NEWS RELEASE

Release Number: 2024-85 Date: October 7, 2024

▸ español

Cal/OSHA cites farm labor contractor for serious heat-related safety violations

What you need to know: Cal/OSHA has cited a farm labor contractor in Dixon $17,550 for failing to protect its employees from heat illness. The inspection was opened in June after receiving reports that the employer allegedly fired farmworkers who left their work shifts early during a heat wave due to inadequate protections.

Sacramento—Cal/OSHA has cited Ruiz Farm Labor in Dixon $17,550 for three serious-category violations of California's heat illness prevention standard. The complaint-based inspection was launched on June 13, 2024, following reports that the farm labor contractor turned a group of farmworkers, known as the Yolo Six, away after they left their work shifts early during a heat wave. Cal/OSHA's investigation determined the employer did not:

- Implement high heat or emergency response procedures.
- Provide effective heat illness prevention training for supervisors and non-supervisory employees.
- Follow its own written heat illness prevention plan for acclimatizing employees during the first 14 days of working in direct sun and in temperatures that reached over 95 degrees.

Cal/OSHA Chief Debra Lee said: "Every worker should be treated with dignity and respect, and no one should face retaliation for protecting their health. Employees deserve a safe work environment, especially in extreme conditions, and businesses that fail to follow the rules will be held accountable."

The Labor Commissioner's Office is investigating the alleged retaliatory action, and the Agricultural Labor Relations Board is investigating unfair labor practice claims that agricultural workers filed against Cooley Enterprises, Inc., the company that hired Ruiz Farm Labor Contractor.

Ruiz Farm Labor has appealed the citations issued by Cal/OSHA.

DAVE CORTESE
REPRESENTING SENATE DISTRICT 15

Home

Sen. Cortese Joined Yolo Six Farmworkers In Calling For Greater Compliance With Heat Illness And Injury Regulations

AUGUST 13, 2024

"As a former farmworker, I know first-hand how high the stakes are to one's health and safety while working under extreme heat weather conditions out in the field. Without heat prevention measures in place, lives have been lost. And despite California's landmark legislation over 19 years ago adopting and instituting heat prevention solutions in the workplace, nearly 50% of farmworkers today still report their farming employer not complying with existing law," said Senator Cortese.

"We see this played out in the firing of the Yolo Six who were retaliated against for standing up for their health and safety during a recent heat wave. That is why I introduced Senate Bill 1299 (SB 1299), to bring farming employers into compliance. But more importantly, to save farmworkers' lives."

"Farmworkers are a vital part of California's economy: They work day in and out to put food on our tables. As the son of parents who fought tirelessly for the rights of farmworkers, I'm proud to co-sponsor SB 1299, which better protects farmworkers who suffer as a result of extreme heat conditions," said Attorney General Rob Bonta. " I'm grateful to Senator Cortese for bringing this much needed legislation. As Attorney General, I remain committed to protecting the rights and safety of farmworkers, and all California workers, in the workplace."

SB 1299 promotes compliance with existing outdoor heat regulation through a rebuttable presumption for heat-related injury and death. SB 1299 ensures farmworkers who suffer a work-related heat injury, illness or death as a result of working for a noncompliant employer will be treated and compensated expeditiously. SB 1299 does not create any additional workers' compensation benefit level beyond what is otherwise available under existing workers' compensation law. Nor does it apply to a compliant employer.

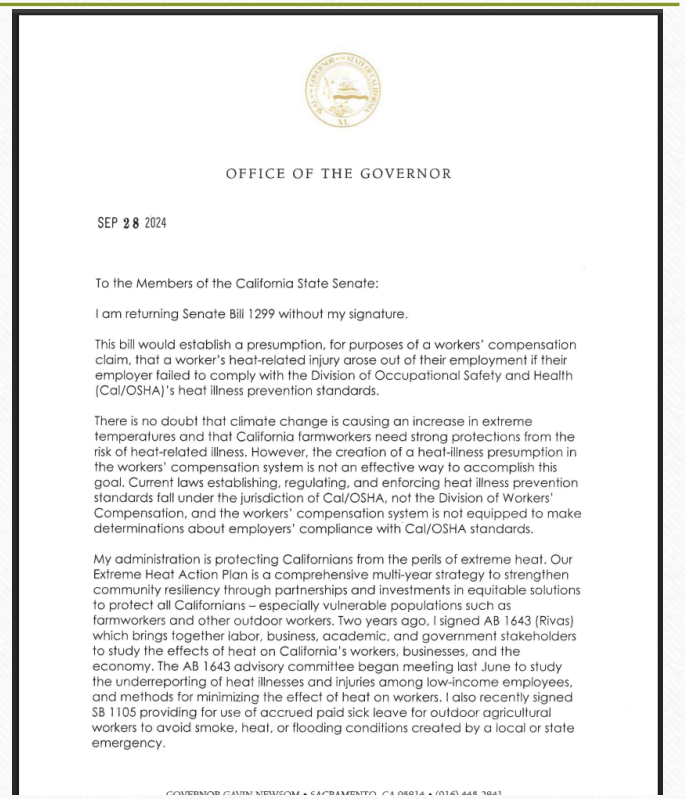
https://sd15.senate.ca.gov/news/sen-cortese-joined-yolo-six-farmworkers-calling-greater-compliance-heat-illness-and-injury

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- Senate Bill 1299
- This bill would create a disputable presumption that a heat-related injury that develops within a specified timeframe after working outdoors for an employer in the agriculture industry that fails to comply with heat illness prevention standards, as defined, arose out of and came in the course of employment. The bill would require the appeals board to find in favor of the employee if the employer fails to rebut the presumption. The bill would specify that compensation awarded for heat-related injury to farmworkers is to include, among other things, medical treatment and disability.
- Reference: https://calmatters.digitaldemocracy.org/bills/ca_202320240sb1299

Cal/OSHA:
Fines, Criminal Prosecution, & the Court of Public Opinion

- https://www.gov.ca.gov/wp-content/uploads/2024/09/SB-1299-Veto-Message.pdf



OFFICE OF THE GOVERNOR

SEP 28 2024

To the Members of the California State Senate:

I am returning Senate Bill 1299 without my signature.

This bill would establish a presumption, for purposes of a workers' compensation claim, that a worker's heat-related injury arose out of their employment if their employer failed to comply with the Division of Occupational Safety and Health (Cal/OSHA)'s heat illness prevention standards.

There is no doubt that climate change is causing an increase in extreme temperatures and that California farmworkers need strong protections from the risk of heat-related illness. However, the creation of a heat-illness presumption in the workers' compensation system is not an effective way to accomplish this goal. Current laws establishing, regulating, and enforcing heat illness prevention standards fall under the jurisdiction of Cal/OSHA, not the Division of Workers' Compensation, and the workers' compensation system is not equipped to make determinations about employers' compliance with Cal/OSHA standards.

My administration is protecting Californians from the perils of extreme heat. Our Extreme Heat Action Plan is a comprehensive multi-year strategy to strengthen community resiliency through partnerships and investments in equitable solutions to protect all Californians – especially vulnerable populations such as farmworkers and other outdoor workers. Two years ago, I signed AB 1643 (Rivas) which brings together labor, business, academic, and government stakeholders to study the effects of heat on California's workers, businesses, and the economy. The AB 1643 advisory committee began meeting last June to study the underreporting of heat illnesses and injuries among low-income employees, and methods for minimizing the effect of heat on workers. I also recently signed SB 1105 providing for use of accrued paid sick leave for outdoor agricultural workers to avoid smoke, heat, or flooding conditions created by a local or state emergency.

GOVERNOR GAVIN NEWSOM • SACRAMENTO, CA 95814 • (916) 445-2841

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- "Our nightmare started back in…"
- "I could tell you horror stories about what we've been through with all three agencies"
- "…and from that point on, it felt like they had to come down hard and make an example of us."
- "I feel like the worst is still ahead with Cal/OSHA's newly hired inspectors and the Ag Enforcement Task Force. There has to be something we can do."

NAICS Code: 115115 *Farm Labor Contractors and Crew Leaders*

Establishment Size: ALL sizes

Listed below are the standards which were cited by **California OSHA** for the 115115 NAICS Code for establishments with ALL sizes employees, that were **issued** during the period October 2024 through September 2025. Penalties shown reflect current rather than initial amounts. For more information, see definitions.

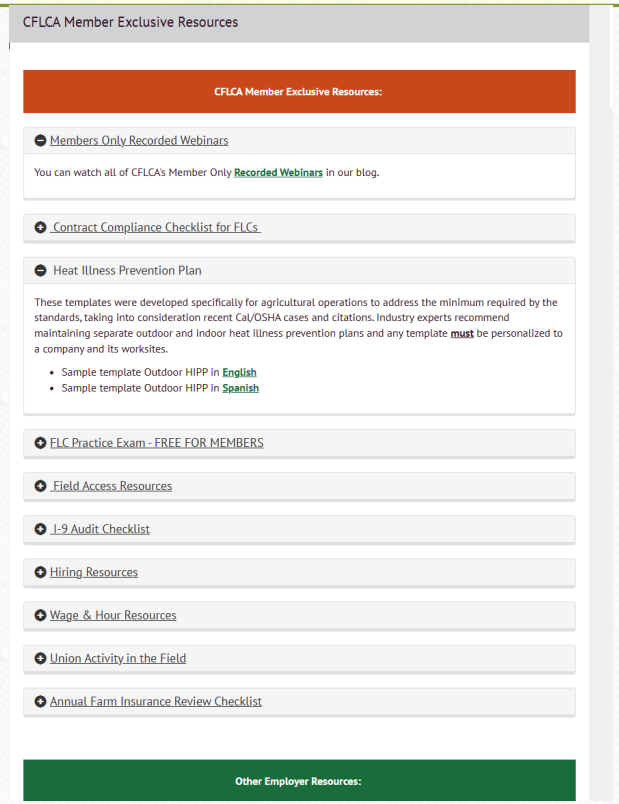
Standard	Citations	Inspections	Penalty	Description
Total	159	83	$624,940	*All Standards cited for Farm Labor Contractors and Crew Leaders*
3457(C)(	24	19	$13,120	*--- No Description Found ---*
3395(I)	19	19	$9,735	*--- No Description Found ---*
3395(C)	16	16	$28,820	*--- No Description Found ---*
3203(A)	10	10	$3,350	*--- No Description Found ---*
3203(A)(	9	8	$78,345	*--- No Description Found ---*
3395(H)	9	8	$47,680	*--- No Description Found ---*
3395(D)(	7	7	$19,270	*--- No Description Found ---*
3441(A)(	7	5	$89,960	*--- No Description Found ---*
3395(H)(	5	5	$2,320	*--- No Description Found ---*
342(A)	5	5	$21,500	*--- No Description Found ---*
3650(T)(	3	3	$54,000	*--- No Description Found ---*
3203(B)(	2	2	$585	*--- No Description Found ---*
3314(G)(	2	2	$6,900	*--- No Description Found ---*
3364(B)	2	2	$2,860	*--- No Description Found ---*
3439(A)	2	2	$410	*--- No Description Found ---*
3439(B)	2	2	$1,700	*--- No Description Found ---*
3999(B)	2	2	$22,385	*--- No Description Found ---*

Cal/OSHA: Fines, Criminal Prosecution, & the Court of Public Opinion

- **Action Items:**
  - Update your IIPP
  - Conduct EFFECTIVE training
    - Watch ee's at work
    - And document it!!!
  - Stay on top of heat illness prevention
    - Documented training
    - High heat tailgates, with documentation
  - Worksite visits with documentation
  - Have written programs available
    - Heat program MUST be available in the field
  - **AND READ THE DAMN NEWSLETTER!**
    - For updates and current issues
    - Expect changes to workplace violence standard, heat standard, and wildfire smoke standard in 2026

Cal/OSHA:

Fines, Criminal Prosecution, & the Court of Public Opinion



CFLCA Member Exclusive Resources

CFLCA Member Exclusive Resources:

- Members Only Recorded Webinars

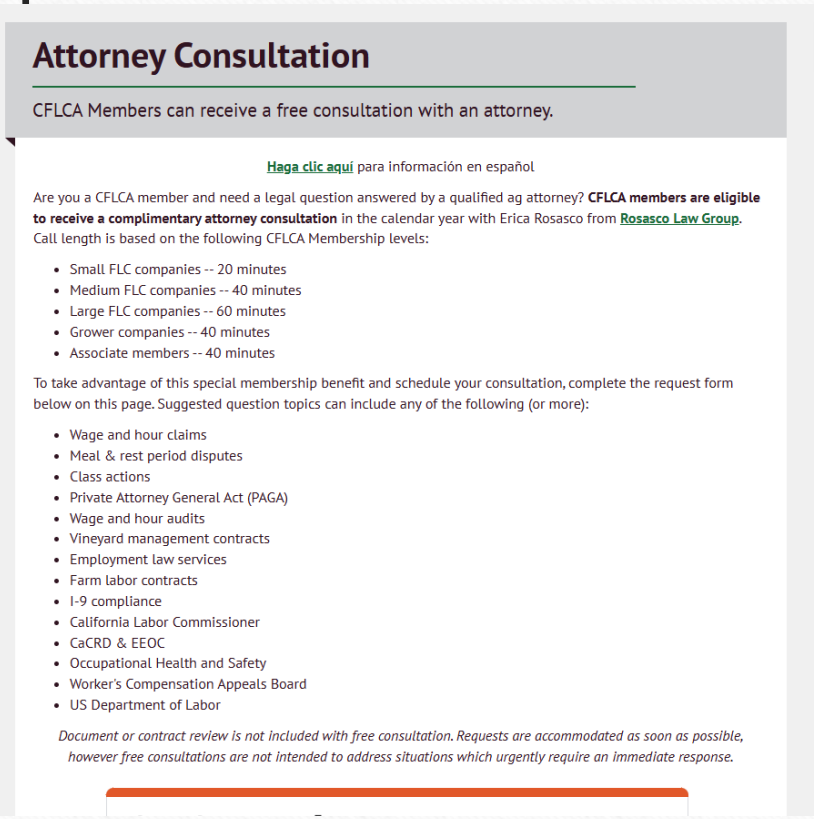
  You can watch all of CFLCA's Member Only **Recorded Webinars** in our blog.

- Contract Compliance Checklist for FLCs
- Heat Illness Prevention Plan

  These templates were developed specifically for agricultural operations to address the minimum required by the standards, taking into consideration recent Cal/OSHA cases and citations. Industry experts recommend maintaining separate outdoor and indoor heat illness prevention plans and any template **must** be personalized to a company and its worksites.

  - Sample template Outdoor HIPP in **English**
  - Sample template Outdoor HIPP in **Spanish**
- FLC Practice Exam - FREE FOR MEMBERS
- Field Access Resources
- I-9 Audit Checklist
- Hiring Resources
- Wage & Hour Resources
- Union Activity in the Field
- Annual Farm Insurance Review Checklist

Other Employer Resources:



Attorney Consultation

CFLCA Members can receive a free consultation with an attorney.

Haga clic aquí para información en español

Are you a CFLCA member and need a legal question answered by a qualified ag attorney? **CFLCA members are eligible to receive a complimentary attorney consultation** in the calendar year with Erica Rosasco from **Rosasco Law Group**. Call length is based on the following CFLCA Membership levels:

- Small FLC companies -- 20 minutes
- Medium FLC companies -- 40 minutes
- Large FLC companies -- 60 minutes
- Grower companies -- 40 minutes
- Associate members -- 40 minutes

To take advantage of this special membership benefit and schedule your consultation, complete the request form below on this page. Suggested question topics can include any of the following (or more):

- Wage and hour claims
- Meal & rest period disputes
- Class actions
- Private Attorney General Act (PAGA)
- Wage and hour audits
- Vineyard management contracts
- Employment law services
- Farm labor contracts
- I-9 compliance
- California Labor Commissioner
- CaCRD & EEOC
- Occupational Health and Safety
- Worker's Compensation Appeals Board
- US Department of Labor

Document or contract review is not included with free consultation. Requests are accommodated as soon as possible, however free consultations are not intended to address situations which urgently require an immediate response.