

## Supervisor and Health and Safety

- California Fair Employment and Housing Act ("FEHA") will presumably apply.
- Under the FEHA, a supervisor is any individual having the authority "to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend that action...if the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

Training Topic	T8 Section	Frequency of Training	Typical Job Classification	Cal/OSHA Publication
Accident Investigation	<a href="#">3203(a)(7)(F)</a>	Initial	<b>Supervisors/Accident Investigators</b>	Model Program(s) IIPP: <a href="#">For High Hazard Employers</a> <a href="#">For Non-High Hazard Employers</a> For Employers with Intermittent Employees ( <a href="#">English</a> & <a href="#">Spanish</a> ) For Employers With Intermittent Workers in Agriculture ( <a href="#">English</a> & <a href="#">Spanish</a> ) <a href="#">Guide to Developing IIPP</a>
Accident Prevention Signs & Tags	<a href="#">3341(d)(5)</a>	Initial	Impacted Employees	<a href="#">Lockout/Blockout</a>
Acetylene Fuel & Gas Safety	<a href="#">1740(k)(1)</a>	Initial	Users	
Acrylonitrile (AN)	<a href="#">5213(o)</a> <a href="#">5213 (appendix B)</a>	Initial Annual	Exposed Employees <b>Qualified Person</b>	
Actinolite (Non-Asbestos)	<a href="#">5208.1</a>	Initial Annual	Exposed Employees	
Anthophyllite (Non-Asbestos)	<a href="#">5208.1(n)</a>	Initial Annual	Exposed Employees	
Agricultural & Equipment Tractors	<a href="#">3441(a)</a> <a href="#">3664(b)</a>	Initial Annual	Involved Employees Operators	<a href="#">Agricultural - Industrial Tractors</a> <a href="#">Farm Labor Contractors Guide</a>
Asbestos Consultant Site Surveillance Technican	<a href="#">341.15</a>	Initial	Certified Persons	
Asbestos/Asbestos Awareness	<a href="#">1529(k)(9)(B)</a>	Initial	Employees likely exposed	

Building Inspector Project Designer	<a href="#">5208(j)(7)(B)</a> <a href="#">1529</a>	Annual	=>PEL & those who perform Class I-IV operations	
Cement Pipe	<a href="#">341.16</a>	Initial	Assigned	
Class I-IV Operations	<a href="#">341.17</a> <a href="#">1529(o)(4)</a> <a href="#">341.9</a>	Initial Annual	Exposed Employees <b>Competent Person</b> <b>Qualified Person</b>	
Battery Handling/ Changing/Charging	<a href="#">5185(a)</a>	Initial	Assigned Employees	
Benzene	<a href="#">5218(i) &amp; (j)(3)</a>	Initial Annual	Exposed Employees	
Bloodborne Pathogens	<a href="#">5193(g)(2)</a>	Initial Annual	Potentially Exposed Employees	<a href="#">A Best Practices Approach for Reducing Bloodborne Pathogens Exposure</a>  <a href="#">Exposure Control Plan for Bloodborne Pathogens</a>
Boatswains Chair	<a href="#">1662(a)</a>	Initial	Users	
1,3-Butadiene	<a href="#">5201(l)(2)</a>	Initial Annual	Exposed Employees	
Cadmium	<a href="#">5207(m)(4)</a> <a href="#">1532</a>	Initial Annual	Exposed Employees <b>Competent Person</b>	
Carcinogens As Listed	<a href="#">5209(e)(5)</a>	Initial	Exposed Employees	
Chemical Hygiene for Laboratories	<a href="#">5191(f)(2)</a>	Initial New Hazards Refresher	Laboratory Employees	
Coke Oven Emissions	<a href="#">5211(t)</a>	Initial Annual	Exposed Employees	
Compaction Equipment	<a href="#">4355(a)(2)</a>	Before Use	Users	
Confined Spaces	<a href="#">5157(g)</a> <a href="#">5158(c)(2)</a>	Initial Program Update Changes	Affected Employees	<a href="#">Confined Space: Is It Safe To Enter?</a>
Marine Terminal Ops.	<a href="#">3463(b)(5)(B)</a>		Exposed Employees	
Control of Hazardous Energy	<a href="#">3314(j)</a>	Initial	Authorized Employees	<a href="#">Lockout/Blockout</a>
Cotton Dust	<a href="#">5190(i)</a>	Initial Annual	Exposed Employees	
Cotton Gins/ Processing Mach.	<a href="#">4640</a>		<b>Qualified Person</b>	
Cranes & Other Hoisting Equipment Incl. Mobile/ Tower/ Derrick	<a href="#">5006.1(a)</a> <a href="#">5006</a>	Initial Mobile &	Mobile & Tower Crane Operators	

	<a href="#">4966</a> , <a href="#">4994</a> , <a href="#">4999</a> , <a href="#">5000</a> , <a href="#">5004</a> , <a href="#">5031</a> , <a href="#">5043</a> , <a href="#">5044</a>	Tower Cert. @ 5 yrs	<b>Qualified Person</b> Authorized Employees	
Cranes/Hoisting Equipment - Marine Terminals	<a href="#">3472(d)(3)</a>	Initial	Operators	
Demolition	<a href="#">1734</a> <a href="#">1735(u)</a> <a href="#">1736</a>		<b>Qualified Person</b>	
1,2 Dibromo-3-Chloropropane (DBCP)	<a href="#">5212(i)(3) &amp; (n)</a> <a href="#">5212 (Appendix B)</a>	Initial Annual	Exposed Employees <b>Qualified Person</b>	
Diving Operations	<a href="#">6052</a>	Initial	Assigned Employees	
Elevating Work Platforms & Aerial Devices	<a href="#">3648(l)(7)</a> <a href="#">3648(c)</a> <a href="#">3646(c)</a> <a href="#">3638(d)</a>	Before Use	Users Authorized Personnel	
Emergency Action Plan	<a href="#">3220(e)</a>	Initial Plan Update	Impacted Employees	
Emergency Procedures (Construction)	<a href="#">1512(d)</a>	Initial	Assigned Employees	
Equipment & Machinery (Construction)	<a href="#">1510(b)</a>	Initial	<b>Qualified Person</b>	
Erection & Construction - Bolting/ Riveting/ Plumbing Structural Wood/ Steel Frame Steel Erection	<a href="#">1716</a> <a href="#">1716.1</a> <a href="#">1716.1(f)(1)</a> <a href="#">1716.2(j)</a> <a href="#">1710</a>	Initial	Assigned Employees <b>Competent Person</b> <b>Qualified Person</b>	Pocket Guide for the Construction Industry ( <a href="#">English</a> / <a href="#">Spanish</a> )
Ergonomics	<a href="#">5110(b)(3)</a>	Initial - When Standard is Triggered	Employees in affected job classifications (identical jobs) when standard is triggered	<a href="#">Back Injury Prevention Guide in the Health Care Industry for Health Care Providers</a>  <a href="#">Easy Ergonomics</a>  <a href="#">Ergonomics in Action</a>  <a href="#">Fitting The Task To The Person: Ergonomics for Very Small Businesses</a>  <a href="#">Easy Ergonomics for Desktop Computer Users</a>
Ethylene Dibromide (EDB)	<a href="#">5219(j)</a>	Initial Annual	Exposed Employees	

Ethylene Oxide	<a href="#">5220(j)(3)</a> <a href="#">5220 Appendix A</a>	Initial Annual	Exposed Employees	
Excavation/ Trenching/ Shoring	<a href="#">1541</a>		<b>Competent Person</b>	<a href="#">Trenching Safety (Tailgate Topic)</a> <a href="#">Pocket Guide for the Construction Industry</a>
Explosives	<a href="#">5239</a> <a href="#">5322</a> <a href="#">5329</a> <a href="#">344.20</a> , <a href="#">344.21</a>	Initial	Assigned Employees Competent Person Licensed Blaster	
Explosives - Deteriorated	<a href="#">5240</a>		<b>Competent Person</b>	
Explosives Storage Magazines	<a href="#">5256</a>		Competent Person	
Fall Protection	<a href="#">1671.1</a>	Initial	Affected Employees <b>Competent Person</b> <b>Qualified Person</b>	
Fall Protection - Date Palm Ops.	<a href="#">3458</a>		<b>Competent Person</b>	
Fire Brigades (Private)	<a href="#">3411(c)</a>	Initial/ Quarterly/ Annual Refresher	Assigned Employees	
Fire Extinguisher & Fire Fighting Equipment	<a href="#">6151(g)(1)-(2)</a>	Initial Annual	Assigned Employees	
Fire Prevention Plan	<a href="#">3221(d)(1)-(2)</a>	Initial New Hazards	Exposed Employees	
Fire Protection - Fixed Extinguishing Systems	<a href="#">6175(b)(10)</a> <a href="#">6181(b)(2)</a>	Initial Annual	Employees Assigned Maintenance/Operation Exposed Employees	
Fire Protection - Standpipe & Hose System Inspection	<a href="#">6165(f)(2)(F)</a>	Initial	Assigned Employees	
First Aid First Aid & CPR	<a href="#">3439(b)</a> <a href="#">6251(d)(2)</a> <a href="#">3400(b)</a> <a href="#">5157</a> , <a href="#">5158</a> , <a href="#">5193</a> <a href="#">3421</a> , <a href="#">6052</a>	Initial Changes Every 2 years (or as specified by cert. organization)	Assigned Employees Supervisors	
First Aid (Construction)	<a href="#">1512(b) &amp; (d)</a>	Initial Updated	Assigned Employees	
Flaggers (Traffic)	<a href="#">1599(f) &amp; (g)</a>	Initial	Assigned Employees	
Flammable Liquids/ Gasses/Vapors - Industrial Plants	<a href="#">5561</a>		<b>Qualified Person</b>	
Fumigation - General	<a href="#">5221(b)</a>	Initial	Exposed Employees	
Formaldehyde	<a href="#">5217(n)</a>	Initial Annual	Exposed Employees	

Hazard Communication	<a href="#">5194(b)(1)</a>	Initial New chemicals or processes	Exposed Employees	<a href="#">Guide to California Hazard Communication Regulation</a>
Hazardous Substance Containers Clean/ Repair/Alter	<a href="#">5166(a)</a>	Initial	Assigned Employees	
Hazardous Waste Operations & Emergency Resp.	<a href="#">5192 (e) &amp; (q)(6)</a>	Initial Annual Refresher	Assigned Employees <b>Qualified Person</b>	
Hearing (Noise) Protectors Conservation	<a href="#">5098(a)(4)</a> <a href="#">5097(d)(5)(A)&amp;(B)</a> <a href="#">5099(a)</a>	Initial Retraining Initial Annual	Employees Provided Protectors All Employees Exposed to =>85 dBA TWA	
Heat Stress	<a href="#">3395</a>	Initial	Exposed Employees	Protect Yourself from Heat Illness ( <a href="#">English/Spanish</a> )
Helicopter Operations	<a href="#">1901(c)</a>	Daily Briefing	Involved Personnel	
Industrial/Lift Trucks (Forklifts) & Tractors	<a href="#">3657(i)</a> <a href="#">3664(b)</a> <a href="#">3668</a>	Initial, Annual Observed Unsafe Operation Post Accident Equipment Change Workplace Change (Operator eval. @ 3 years)	Operators	Operating Rules for Industrial Trucks Poster ( <a href="#">English / Spanish</a> )
Injury & Illness Prevention Program	<a href="#">3203(a)(7)</a> <a href="#">1509(e)</a>	Initial Updated	All Employees <b>Supervisor Tailgates</b>	Model Program(s) IIPP:  <a href="#">For High Hazard Employers</a>  <a href="#">For Non-High Hazard Employers</a>  For Employers with Intermittent Employees ( <a href="#">English</a> & <a href="#">Spanish</a> )  For Employers With Intermittent Workers in Agriculture ( <a href="#">English</a> & <a href="#">Spanish</a> )  <a href="#">Guide to Developing IIPP</a>

Inorganic Arsenic	<a href="#">5214(m)</a>	Initial Annual	Exposed Employees	
Job Hazard(s)	<a href="#">3203(a)(7)</a> <a href="#">1510(a)</a>	Before Job Assignment New Hazards	All Employees	<a href="#">Guide to Developing IIPP</a>
Laboratory Safety (See Chemical Hygiene)	<a href="#">5191(f)</a>	Initial New Hazards Refresher	Laboratory Employees	
Laser Equipment	<a href="#">1801(a)</a>	Initial	Operators Qualified Person	
Laundry/Dry Cleaning	<a href="#">4494(a)</a>	Initial Periodic	Assigned Employees	
Lead Lead in Construction	<a href="#">5198(l)</a> <a href="#">1531.1(1)(1)(C)-(D)</a> <a href="#">1532.1(l)</a>	Initial Annual	Exposed Employees/ Supervisors Exposed Employees => Action Level	<a href="#">Lead in Construction (Fact Sheet)</a>
Lift Slab Construction	<a href="#">1722.1</a>		<b>Competent Person</b>	
Lockout/Blockout	<a href="#">3314</a> <a href="#">3314(j)</a>	Initial When Updated	Affected Employees <b>Qualified Person</b>	<a href="#">Lockout/Blockout</a>
Machinery & Equipment	<a href="#">1510(b)</a>	Before Use	<b>Qualified Person</b>	<a href="#">Lockout/Blockout</a>
Marine Terminals	<a href="#">3463(b)(5)(B)</a> <a href="#">3464(a)(1)</a> <a href="#">3462(b) &amp; (d)</a> <a href="#">3463, 3472</a>	Initial	Exposed Employees Supervisors <b>Qualified Person</b>	
Medical & Exposure Records - Access	<a href="#">3204(g)(1)</a>	Initial Annual	Affected Employees	Access to Medical and Exposure Records (poster) ( <a href="#">English</a> / <a href="#">Spanish</a> )
Metal Working (forging) Machines	<a href="#">4243(a)(6)</a>	Initial	Operators/Maintenance Personnel	<a href="#">Power Press Safety - Tool Box Topics</a>
4,4-Methylenebis (2-Chloroaniline) MBOCA	<a href="#">5215(j)</a>	Initial Annual	Exposed Employees	
Methylene Chloride	<a href="#">5202(l)</a> <a href="#">5202 (Appendix A)</a>	Initial & As Necessary	Exposed Employees <b>Qualified Person</b>	
Methylenedianiline	<a href="#">5200(k)(3)</a> <a href="#">1535</a>	Initial Annual	Exposed Employees	
Miter Saws	<a href="#">4307.1(c)</a>	Initial	Operators	
Noise Exposure	<a href="#">5099(a)</a>	Initial Annual	Employees Exposed => 85dBA TWA	
Openings/Holes - Floors & Roofs	<a href="#">3212(b)</a>		Qualified Person	
Paper Converting/ Printing Machines - H&-Fed Engraving Presses	<a href="#">4445(3)</a>	Initial Changes	Operators/Maintenance Personnel	
Personal Fall Arrest/Restraint Systems/	<a href="#">1670(b)(19)</a>		<b>Competent Person</b>	

Personal Protective Equipment	<a href="#">3380(c)</a>	Initial	PPE Users	
Pesticide Safety	<a href="#">5194(h)</a>		Handlers & Applicators	
Pile Driving	<a href="#">1600</a>		<b>Competent Person</b>	
Calif. Posting Requirements	<a href="#">340</a>	Initial	All Employees	
Powder-Actuated Tools	<a href="#">1685(a)(1)</a> <a href="#">1689(a)</a>	Initial	Users <b>Qualified Person</b>	
Power Presses	<a href="#">4203(a)</a> <a href="#">4203(b)</a> <a href="#">4208.1(m)(1)</a> <a href="#">4208</a>	Initial Annual	Inspectors/Maintenance Operators PSDI Operators Qualified Person	<a href="#">Power Press Safety (Tailgate Topic)</a>
Powered Platforms (Installed) for Building Maintenance	<a href="#">3298(a)</a> <a href="#">3296</a>	Initial	Assigned Employees <b>Qualified Person</b>	
Process Safety Management	<a href="#">5189(g)</a>	Initial Refresher & Supplemental Certification	Involved Employees	
Pulp, Paper & Paperboard Mills	<a href="#">4402</a>	Initial	Exposed Employees	
Railroad - Signs & Signals	<a href="#">3333(d)</a>	Initial	Assigned Employees	
Reinforcing Steel/ Similar Projections	<a href="#">1712(f)(A)</a>		<b>Qualified Person</b>	
Respiratory Protection	<a href="#">5144(c) &amp; (k)</a> <a href="#">5144 Appendix A</a> <a href="#">5144 Appendix C</a>	Initial Annual	Users	<a href="#">Respiratory Protection in the Workplace</a>  <a href="#">New Respirator Regulation (Fact Sheet)</a>
Roofing	<a href="#">1509(a)</a> <a href="#">1730(b)(8)-(9)</a>	Initial	<b>Qualified Person</b>	<a href="#">Roofing Safety (Tailgate Topic)</a>
Rope Access Equipment	<a href="#">3270.1(c)</a> <a href="#">3270.1</a>	Initial Annual Refresher	Assigned Employees <b>Qualified Person</b>	
Rubber/ Composition Working Machines	<a href="#">4592</a>		<b>Competent Person</b> Test/Maintenance	
Scaffolds	<a href="#">1637(k)(1)</a> <a href="#">1637</a> <a href="#">1658(g)</a>	Initial	Erectors & Dismantlers: <b>Qualified Person</b>	
Supervisory Safety Training	<a href="#">3203(a)(7)(F)</a>	Initial Change	<b>Supervisors</b>	
Tanks - Open Surface	<a href="#">5154(j)(1)</a>	Initial	Assigned Employee	
Traffic Control - Flaggers	<a href="#">1599(f) &amp;(g)</a>	Initial	Flaggers	
Tree Work General	<a href="#">3420(b)</a> , <a href="#">3421(c)</a> <a href="#">3423(a)</a> , <a href="#">3427</a> <a href="#">3428(a)</a>	Initial	Assigned Employees Qualified Person	

Date Palm Ops.	<a href="#">3458</a>			
Tremolite (Non-Asbestos)	<a href="#">5208.1(n)</a>	Initial Annual	Exposed Employees	
Vinyl Chloride	<a href="#">5210(j)</a>	Initial Annual	Exposed Employees	
Welding & Cutting Safety - Hot Work	<a href="#">4799</a> <a href="#">4848(a)</a> <a href="#">1537(a)</a>	Initial	Welders Fire Watchers <b>Qualified Person</b>	
Wheels or Rims - Servicing	<a href="#">3326(c)</a>	Initial	Service Personnel	<a href="#">Servicing Single, Split Rim &amp; MultiPiece Rim Wheel (Tailgate Topic)</a>
Window Cleaning	<a href="#">3282(d) &amp; (f)</a> <a href="#">3286(a)(2)</a>	Initial	Assigned Employees	

**Qualified Person** ([Back to Top](#))

A qualified person is a person **designated** by the employer; and by reason of **training**, experience, or instruction has demonstrated the ability to perform safely all assigned duties; &, when required is properly licensed in accordance with federal, state, or local laws and regulations.

Examples:

- Mobile Crane & Tower **Crane** Operators 5006.1(a)
- **Scaffold** Erection & Dismantling Supervisors 1637(k)(1)
- **Demolition** 1736
- **Personal Fall Arrest** System supervisors 1670(b)

**Competent Person** ([Back to Top](#))

A competent person is a person who is **capable** of identifying existing and predictable hazards in the surroundings or working conditions that are unsanitary, hazardous, or dangerous to employees. The competent person has the **authority** to impose prompt corrective measures to eliminate these hazards.

Examples:

- **Excavation** - Inspectors 1541
- **Fall Protection** Plan implementers & supervisors 1671.1
- **Lift Slab Construction** 1522.1