

**CAL/OSHA  
CONSULTATION SERVICE**

**GOLDEN GATE RECOGNITION  
INFORMATION PACKET**

**January 23, 2007**

**For information on this or any of the  
Cal/OSHA Recognition and Exemption Programs contact the Cal/OSHA  
Consultation Service Employer Assistance Office closest to you.**

## ***A PARTNERSHIP WITH CAL/OSHA***

It is the policy of the Division of Occupational Safety and Health to provide opportunities for entire industries and individual establishments to work as partners with labor and Cal/OSHA in implementing and maintaining high standards of workplace safety and health management. The resulting partnership offers several levels of recognition to qualified companies and their employees:

- Voluntary Protection Program (VPP) and Golden State: The leadership recognition levels for companies that have highly effective safety and health management systems.
- Cal/SHARP and Cal/SHARP – Construction: For high-hazard companies that are maintaining advanced safety and health management systems.
- Golden Gate: For high-hazard companies that are maintaining effective safety and health management systems.

## ***ABOUT GOLDEN GATE RECOGNITION***

- Golden Gate recognition is site-specific. Your company may be eligible to receive a letter of commendation from the Cal/OSHA Consultation Service if your company requests and receives a Cal/OSHA Consultation on-site visit at one of its worksites, and subsequently meets the qualifications for Golden Gate recognition. Companies qualified for Golden Gate recognition do not receive any kind of exemption, except the traditional exemptions associated with actively working with the Cal/OSHA Consultation Service.
- Like all the Cal/OSHA partnerships, the Golden Gate recognition process is designed to ensure success. The Cal/OSHA Consultation Service is always available to assist eligible companies in becoming qualified to receive Golden Gate recognition.
- Only one Golden Gate letter of recognition is provided per company per worksite per year. There are no renewals once Golden Gate recognition is achieved by a company at a specific worksite. However, a change of ownership or location will allow the new owner, or the same company at a new location, the opportunity to receive Golden Gate recognition.

## ***QUALIFICATIONS***

Your company may be considered for Golden Gate recognition if it meets the following qualifications:

1. Requests and receives a full-service on-site visit by the Cal/OSHA Consultation Service at the worksite to be evaluated.
2. Employs at least one employee at the worksite evaluated.
3. Your company meets the definition of Cal/OSHA Consultation Service's high hazard employer. High hazard employers are defined as an:
  - a. Industry identified in the Division's strategic and annual plans;
  - b. Establishment with a current experience modification rating of 125% or greater;
  - c. Industry identified by the Division as being a high hazardous nature by virtue of the industry's LWDI; or
  - d. Establishment with a SIC/NAIC coding listed that is considered a high hazard nature workplace by the Cal/OSHA Consultation Service.

4. Your company has had no final order willful, repeat, or willful-repeat citations at the worksite within twenty-four (24) months from the date of the opening conference, and no serious citations related to a serious injury or exposure at the worksite within twelve (12) months prior to the date of the opening conference.

**NOTE:** Golden Gate recognition will not be determined until after any and all citations are final order.

5. Have established and maintained an effective injury and illness prevention program as a basis for your safety and health management system. The sample review elements found in this Information Packet may be used for self-assessment of your injury and illness prevention program.

## **GOLDEN GATE RECOGNITION**

### **NO APPLICATION NECESSARY**

There is no application required for Golden Gate recognition. When you request an on-site visit, the Cal/OSHA Consultation Service representative will automatically determine whether your company is eligible.

### **THE VISIT**

Upon your company's request or acceptance of the Cal/OSHA Consultation Service's offer, a Cal/OSHA Consultation Service Area Office representative will arrange a full-service on-site visit to your worksite to meet with company representatives, discuss the company's safety and health program management systems, talk to workers, and to walk-around and evaluate the work area. Applicable union signatory business representatives must be invited to participate in the on-site visit. Union representatives are encouraged to participate in the entire visit. However, the amount of participation is up to the union representatives.

The visit may result in identification of hazardous conditions that must be corrected before recognition and further assistance can be granted. The visit will be performed by a Cal/OSHA Consultation Service's representative and therefore non-compliance findings by the team will not be subject to citations or penalties. However, Cal/OSHA Enforcement will be notified if the company fails to take appropriate action to abate serious hazards identified during the visit. The Cal/OSHA Consultation Service representative will explain the visit process and the company's rights and responsibilities before visiting the company worksite.

### **THE EVALUATION**

The Cal/OSHA Consultation Service representative will decide whether to recommend that your company receive Golden Gate recognition. Cal/OSHA Consultation Service management will give the final approval based on the representative's evaluation of your company's qualifications and the subsequent recommendation.

### **LETTER OF COMMENDATION**

Following approval by a Cal/OSHA Consultation Service manager, a formal letter of commendation will be provided to your company recognizing management and labor's efforts in implementing and maintaining an effective injury and illness prevention program on the date of the visit. The letter will be signed by the Cal/OSHA Consultation Service's representative who visited your worksite and by his/her manager.

## SAMPLE REVIEW ELEMENTS

The following sample review elements can be used to perform self-evaluations to help you determine if your worksite will qualify for Golden Gate recognition:

| Program element to be evaluated  | In place and effective? | Needs improvement |
|--|-------------------------|-------------------|
| Is there an effective written safety and health program that identifies the person or persons with authority and responsibility for implementing the program?  |                         |                   |
| Are effective safety and health work practice rules in place and does the safety and health program include a system for ensuring that employees comply with safe and healthy work practices?  |                         |                   |
| Does the safety and health program include a system for communicating with employees in a form readily understandable by all affected employees on matters relating to worker safety and health, including provisions designed to encourage employees to inform the employer of hazards at the worksite without fear of reprisal.              |                         |                   |
| Does the safety and health program include procedures for identifying and evaluating work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices?   |                         |                   |
| Are inspections made whenever new substances, processes, procedures, or equipment are introduced to the workplace that represent a new occupational safety and health hazard, and whenever new or previously unrecognized hazards are identified?  |                         |                   |
| Are procedures in place to investigate occupational injury or illness and near miss incidents?   |                         |                   |
| Is there a system and/or are there procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard?  |                         |                   |
| Is training and instruction provided to all employees; to employees given new job assignments for which training has not previously been received; whenever new substances, processes procedures or equipment are introduced to the workplace and represent a new hazard; and, whenever a new or previously unrecognized hazard is identified? |                         |                   |
| Is training and instruction provided to supervisors in order to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed?   |                         |                   |
| There are records of steps taken to implement and maintain the safety and health program, including documentation and records of inspections and training?   |                         |                   |

## **CONTACT INFORMATION**

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### **Cal/OSHA Consultation Service's EMPLOYER ASSISTANCE PROGRAM**

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### **Cal/OSHA Consultation Service's RESEARCH AND EDUCATION UNIT**

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### **Cal/OSHA Consultation Service's VOLUNTARY PROTECTION PROGRAM**

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### **Cal/OSHA Consultation Service's HIGH HAZARD CONSULTATION PROGRAM**

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### **Cal/OSHA Consultation Service's GOLDEN GATE-CAL/SHARP-GOLDEN STATE PROGRAMS**

[Contact the nearest Employer Assistance Office]