

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: September 10, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager *CCC*

FROM: David A. Briggs, Director of Operations and Maintenance *DB*

SUBJECT: Follow-up to Regulatory Compliance Semi-Annual Report

SUMMARY

In response to a request from the August 11, 2026 Planning Committee meeting, this memorandum provides additional information on the District's workplace health and safety program in comparison to California Occupational Safety and Health Administration (Cal/OSHA) regulations.

DISCUSSION

The Federal Occupational Safety and Health Administration (OSHA) was established in 1970. The enabling legislation allows states to develop and enforce their own occupational safety and health standards provided those standards meet or exceed federal standards. Currently, 26 states operate their own OSHA-approved workplace safety and health programs covering both private and state/local government workers, including California's program (Cal/OSHA).

Cal/OSHA's required health and safety programs are incorporated in the District's Required Safety Practices (RSPs). At times, the District implements requirements that surpass OSHA requirements to provide additional protection to workers. Examples include the COVID-19 pandemic, when the District implemented an on-site testing program, a staffed guidance hotline for employees, and the employee exposure monitoring program, where the District monitors at greater frequency than required for substances such as welding fumes and silica exposure.

Staff is active in the Cal/OSHA rulemaking process, providing comments on proposed draft rules and attending public meetings. During the pandemic, the District was involved in the development of many Cal/OSHA COVID-19 regulations. Staff commented on items such as required employee exclusions from work, employee transportation issues, employee distancing requirements, and vaccination issues. Staff also commented on appropriate temperature triggers for the Indoor Heat Illness regulation. Additional staff input was provided to Cal/OSHA for pending regulations related to worker lead exposure and new requirements related to workplace violence prevention. Staff is currently active in the rulemaking process for horizontal sliding and swinging gates, and the hydrogen sulfide rule.

Staff monitors key safety performance indicators monthly to assess District safety performance and identify areas requiring management attention. Metrics include injury and illness investigations, supervisor jobsite visits, Local Safety Committee activities, outstanding audit findings, and Lost Time Incident Rates. Results are reported to staff through the Splashpad intranet site in order to support transparency and accountability.

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