


AGENCY PROFILE

What veterinary practices need to know about regulatory agencies.

Agency Name	California Department of Industrial Relations
Logo	 <p>The logo for the State of California Department of Industrial Relations (DIR). It features the text "State of California" in blue above a stylized blue "dir" logo. Below the logo is a blue rectangular box with the text "Department of Industrial Relations" in white.</p>
General Info/ Agency Mission	<p>The California Department of Industrial Relations (DIR) protects and improves the health, safety, and economic well-being of California workers and helps their employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency. DIR administers and enforces laws governing wages, hours and breaks, overtime, retaliation, workplace safety and health, apprenticeship training programs, and medical care and other benefits for injured workers. DIR also publishes materials and holds workshops and seminars to promote healthy employment relations, conducts research to improve its programs, and coordinates with other agencies to target egregious violators of labor laws and tax laws in the underground economy.</p>
Legal Authority	<p>California Code of Regulations, Title 8 (for OSHA regulations) California Labor Code</p>
What it means to you	<ul style="list-style-type: none"> • The Division of Worker's Compensation monitors the administration of workers' compensation claims, and provides administrative and judicial services to assist in resolving disputes that arise in connection with claims for workers' compensation benefits. Employers can find information here, employees/ workers can find information here. • The Division of Occupational Safety and Health (Cal/OSHA) protects workers from health and safety hazards on the job in almost every workplace in California through its research and standards, enforcement, and consultation programs. OSHA enforcement inspectors can visit your practice unannounced. OSHA requires several workplace postings for employees. OSHA also requires that all California employers maintain a current written Illness and Injury Prevention Program (IIPP) for employees. The program has several components which include emergency procedures, a fire prevention plan, a hazard communication standard (Safety Data Sheets and Secondary workplace labels), and a Heat Illness Prevention Plan if applicable. As part of the IIPP, employers must also administer ongoing periodic safety training for employees and have written safety policies in place. • OSHA also has a consultation service to assist employers with OSHA compliance. It is in no way linked to the enforcement/ inspection division. Services through OSHA consultation are free.

	<ul style="list-style-type: none"> The Division of Labor Standards Enforcement (DLSE) also known as “the Labor Board” adjudicates wage claims (for unpaid wages and vacation/ comp/ travel time), investigates discrimination/ retaliation claims and public works complaints, and enforces Labor Code statutes and Industrial Welfare Commission orders. Retaliation/ discrimination information can be found here, wage claim information can be found here.
Contact	<ul style="list-style-type: none"> The Division of Worker’s Compensation can be contacted here or you may locate an office near you by visiting this website. General OSHA contact information for enforcement and consultation is located here. <ul style="list-style-type: none"> OSHA Enforcement/ Inspection regional offices. OSHA Consultation service can be reached at (800) 963-9424 or find a local area office. DLSE (Labor Board) district offices.
CVMA Products	<ul style="list-style-type: none"> Employee Poster Set Time of Hire Pamphlet Set CVMA Guide to Cal/OSHA Compliance Proposition 65 Warning for Employees

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