

Cal/OSHA Guide to Restaurant Safety



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ABOUT THIS GUIDE

Restaurant safety addresses safety and health in places of employment such as restaurants, cafeterias, kitchen works, and other eating and drinking establishments. Both employers and employees can benefit by using this guide. Employers can provide a safer workplace for their employees and benefit from lower employee turnover and reduced lost time, reduced workers' compensation costs, and increased productivity and profit. Employees will be able to perform their daily tasks more safely thus reducing or preventing accidents and injuries. Working more safely will allow employees to preserve their income and future job opportunities.

To help employers and employees work safely, this guide includes information on:

- General restaurant safety
- Common Cal/OSHA violations
- Types of Injuries
- Hazard control measures
- DO's and DON'TS for various operations typical of the restaurant business
- Safety training
- Developing and implementing an Injury and Illness Prevention Program (IIPP) and a Hazard Communication Program (HAZCOM)
- Contacting Cal/OSHA
- Resources for restaurant safety

Note:

The information contained in this guide does not include all health and safety topics which may apply to the restaurant industry.

PREVENTING INJURIES AND ASSOCIATED COSTS IN RESTAURANTS

Proactive safety and health programs are an effective way to prevent workplace injuries and illnesses and reduce the costs of doing business. In such programs employers and employees work together, safety and health is always a part of the decisions made, and all employees and supervisors are fully trained to work safely.

Employers are typically very aware of the direct costs of an injury or illness, such as higher workers' compensation insurance premiums. It's also typical for employers to **not** be aware of the hidden costs. Besides the trauma to the workplace experiencing an employee injury, consider what one lost workday injury can cost you in terms of:

- ✓ Lost productivity.
- ✓ Interrupted operations.
- ✓ Time and costs to hire or retrain replacement employees.
- ✓ Time and costs for repair and replacement of equipment.
- ✓ Reduced employee morale.

Integrating safety and health into the overall management of your business, through effective implementation of an IIPP, will reduce the risk of injury related losses.

From November 2002 to November 2010, Cal/OSHA conducted 135 serious accident investigations in restaurants – 11 of those were employee fatalities. The predominant hazards resulting in those accidents were:

1. Burns (18%),
2. Falls (13%) – this is also what caused most of the fatalities, and
3. Amputations (8%),
4. Chemical exposures (6%), lacerations, crushing, electric shock and vehicle accidents.

CAL/OSHA REGULATIONS AND CHILD LABOR LAWS 2000

California restaurant workers are protected by Cal/OSHA Safety and Health Regulations, Title 8 of the California Code of Regulations (T8CCR). Restaurant work involves many different types of tasks and associated hazards. As a result, there are many Cal/OSHA regulations that address regulatory requirements for restaurant work. Although there may be other requirements, the most likely regulations to apply are the following:

- Injury and Illness Prevention Program (T8CCR [3203](#))
- Hazard Communication Program (T8CCR [5194](#))
- Ergonomics (T8CCR [5110](#))
- Cold Storage (T8CCR [3249](#))
- Meat, Fish and Other Grinders (T8CCR [4552](#))
- Rotary Dough Kneader (T8CCR [4547](#))
- Dough Brake (T8CCR [4544](#))
- Personal Protective Equipment – Hand Protection (T8CCR [3384](#))
- Eyewashes (T8CCR [5162](#))
- Electrical Safety (T8CCR [2299](#) – [2974](#))
- Garbage Disposal (T8CCR [4559](#))
- Fire Extinguisher (T8CCR [6151](#))
- Working Area (T8CCR [3273](#))

In addition to the CAL/OSHA regulations, the federal Child Labor Laws 2000 addresses the specific requirements that employers must follow when employing minor workers. The laws cover school attendance, permits, wages, hours of work, restricted and prohibited occupations, minimum wages, and other requirements. For a complete copy of the child labor laws go to:

<http://www.dir.ca.gov/DLSE/ChildLaborLawPamphlet.pdf>

OVERVIEW OF RESTAURANT SAFETY

Restaurants and other eating and drinking businesses employ a very large number of people in the State of California, and many of these employers are under 20 years of age. Often, a teens' first work experience is in the restaurant industry. Having a large number of inexperienced young workers employed, being a fast-paced work environment, and being a workplace with exposure to many types of hazards, makes restaurant work very challenging in terms of keeping the workplace safe and healthful.

A brief overview of the most common Cal/OSHA violations, types of injuries, causes of work related fatalities, issues of young workers, and hazard control measures are given below:

Most Common Cal/OSHA Violations

➤ Lack of An Effectively Implemented Injury and Illness Prevention Program

- Make sure employees are properly trained. This is particularly important when it comes to young workers
- Proactively identify hazards in your workplace and conduct inspections regularly

➤ Improper Cold Storage Room

- Walk-in rooms must have internal lighting
- Make sure there is an inside latch release

➤ Obstructed Walkways or Aisles

- Store materials properly, dispose empty boxes right away, etc.

➤ Slip and Trip Hazards in the General Kitchen Areas

- Use high friction surfaces or mats when there are wet floors

➤ Not Reporting to Cal/OSHA a Serious Employee Injury or Fatality

- An occupationally related fatality, injury, or illness involving loss of a body part, permanent disfigurement or hospital stay > 24 hrs requires immediate notification

➤ Obstructed Exits

- Make sure exits are not blocked by stored materials
- Do not lock exit doors unless equipped with "panic release" bars

➤ Improper Cleaning, Repairing, and Servicing of Machinery and Equipment

- Make sure that a machine cannot be activated when an employee is fixing or adjusting it



Most Common Types of Injuries

➤ Sprains and Strains

- Falls to floor (trip/slip)
- Overexertion in lifting
- Bending, climbing, reaching and twisting

➤ Cuts, Lacerations, and Punctures

- Knives and other cutting/slicing tools

➤ Heat Burns and Scalds Resulting from Contact

- Hot objects and open flames
- Hot substances such as oils, water, etc.

➤ Work-Related Violence

- Altercations with fellow workers and clients



Most Common Causes of Work Related Fatalities

➤ Homicides

- Robbery
- Customers and clients

➤ Transportation Incidents

- Delivery drivers due to vehicle accidents

Issue of Young Workers (<18 years)

➤ Applicable Labor Laws

- Limited working hours
- Prohibited use of certain types of equipment as per Child Labor Laws 2000
 - In California workers under 18 may not:
 - Drive a motor vehicle on public streets as a main part of the job (17-year-olds may drive in very limited circumstances)
 - Use powered equipment like a box crusher, meat slicer, or bakery machine



○ **Also, 14 or 15 year old workers may not:**

- Do any baking activities
- Cook (except with electric or gas grills that do not involve cooking over an open flame and with deep fat fryers that automatically lower and raise the baskets)
- Load or unload a truck
- Work on a ladder or scaffold

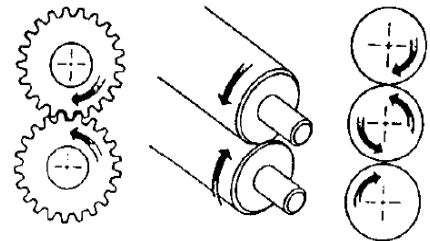
➤ **Inexperience**

- More supervision and training needed
- Issue clearly addressed in the Workplace Injury and Illness Prevention Program

Hazard Control Measures

➤ **Machine Guarding**

- Check all equipment that creates hazardous revolving, reciprocating, running (e.g., conveyor belts), shearing, punching, pressing, squeezing, drawing, cutting, rolling and mixing actions, including pinch and shear points that employees may come in contact with.
- Make sure these hazard zones are protected by physical barriers or other means that prevent entry by an employee's hands, hair, loose clothing, etc.



➤ **Lockout/Tag Out**

- Ensure a fully implemented lockout/tag out program anytime employees are required to work on equipment where machine guarding has to be removed, or they are exposed to electrical or other forms of stored energy – balers and compactors in particular.

➤ **Ladders**

- Identify the elevated locations employees may have to access, along with surround hazards, such as hot surfaces or containers of hot liquids. Where feasible, eliminate the need of ladders. Do not use chairs, carts or buckets as ladders.
- Cal/OSHA regulations may be reviewed at www.dir.ca.gov/Title8/3276.html.

- Training requirements:
 - Importance of using ladders safely, including: frequency and severity of injuries related to falls from ladders.
 - Selection, including: types of ladders, proper length, maximum working loads, and electrical hazards.
 - Maintenance, inspection, and removal of damaged ladders from service.
 - Erecting ladders, including: footing support, top support, securing, and angle of inclination.
 - Climbing and working on ladders, including: user's position and points of contact with the ladder.
 - Factors contributing to falls, including: haste, sudden movement, lack of attention, footwear, and user's physical condition.
 - Prohibited uses, including: uses other than designed, climbing on cross bracing, maximum lengths, and minimum overlap of extension ladder sections.

➤ **Emergency Eyewash**

- In addition to having employees wear personal protective equipment, employees involved in the handling and using of corrosive chemicals such as bleach, degreaser etc. need to have provisions for flushing their eyes in case of eye exposure. Depending on the chemical used, a restaurant may be required to have an emergency eye wash. Employees need to refer to the material safety data sheet (MSDS) of the chemical in use for specific requirements.

When the emergency eyewash is required, employers need to make sure that the workplace has a properly functioning emergency eyewash that meets ANSI Z-358.1-1981 (it should be labeled as such) requirements. Having an emergency eye wash also helps employees whose eyes may accidentally come in contact with materials such as hot oils, peppers, etc.

➤ **Protective Gloves**

- **Chemicals** – check with the supplier to make sure the kind of gloves used by your employees are appropriate for the chemicals they may come in contact.
- **Hot surfaces and liquids** – make sure the gloves being used are dry, in good condition and designed for what they are being used for.
- **Cuts** – where feasible, have employees use cut-resistant gloves and consider steel mesh gloves or other types that accommodate proper sanitation where needed.

➤ **Non-Slip Shoes and Surfaces**

- Ideally, have slip-resistant floors installed. In addition, requiring or providing slip-resistant shoes can be an effective complimentary strategy for preventing slips and falls.

Employers may refer to the following helpful information:

- Model shoe policy at the Labor Occupational Health Program (LOHP), U.C. Berkeley
http://lohp.org/docs/pubs/smbiz/rest/rest_model_shoe_safety.pdf
- Preventing slips and falls – slip resistant footwear
<http://www.purdue.edu/rem/injury/SlipTripFfall/LP5407-reventingSlipsAndFalls-Slip-ResistantFootwear.pdf>

➤ **Fuel Gases (e.g., Propane, Natural Gas), Carbon Dioxide (Gas and Dry Ice) and Helium**

- Secure cylinders from falling over and protect valves.
- Ensure areas where they are being used are well ventilated to prevent asphyxiation and/or fire. Avoid use or storage in confined rooms or walk-in refrigerators or freezers.
- Make sure propane cylinders are equipped with an overfill protection device.
- Use a leak-detection solution to check all connections for tightness before lighting gas grill burners.
- Ovens need to be safeguarded against failure of fuel, air or ignition. For example, safety mechanisms installed by the manufacturer must be such that fuel will be shut off to both the main burner and pilot burner in case of failure of the pilot flame or spark igniter.
- Do not smoke while handling fuel cylinders.
- Close the main valve of the cylinder when it's not in use.

➤ **Burns**

- Exercise caution when transferring hot liquids to clear drains.
- Let oils/liquids cool before draining, filtering or transferring.

➤ **Food Flavorings**

- Review the Material Safety Data Sheet (MSDS) of butter substitutes to determine if diacetyl, diacetyl trimer, acetoin, 2,3-pentanedione, 2,3-hexanedione, 2,3-heptanedione is present. Even if not listed on the MSDS, consider contacting the manufacturer to determine if any of these chemicals are present at any concentration.
- Ensure good room ventilation if any of these substances are determined to be present and they are melted or cooked.

SAFETY TRAINING

Employees that are fully aware of the potential hazards in their workplace are less likely to be injured or become ill. Providing **effective training** also fulfills one of the elements of the Injury and Illness Prevention Program required by California Code of Regulations Title 8 Section [3203](#).

Employers can use this guide and the included lists of **DOS** and **DON'TS** to train their employees on safety. Besides this guide, there are a variety of other resources employers can use to help train their employees, such as:

- The Restaurant Safety Training Guide available via the California Commission on Health and Safety and Workers' Compensation, which is available at http://lohp.org/publications/small_business.html#calrest. The training materials within this training program include:
 - Training guide to engage workers in identifying and controlling health and safety hazards;
 - Safety Orientation Checklist to make the new workers aware of the hazards;
 - Tip Sheets on preventing burns/cuts, slips/falls, injuries from risk factors including moving heavy loads associated with the jobs, and injuries from robberies/assaults, planning for emergencies on the job, and dealing with injuries on the job.
- Effective Workplace Training eTool provided by Cal/OSHA at its website <http://www.dir.ca.gov/dosh/etools/09-002/index.htm>
- Training resources such as the operating instructions/safety precautions from the manufacturers of the restaurant equipment
- Federal Occupational Safety and Health Administration's (OSHA) eTool for Restaurant Safety - titled Youth Worker Safety in Restaurants available at its website <http://www.osha.gov/SLTC/youth/restaurant/index.html>

All employees, especially new and younger employees need frequent refresher training in order to stay safe on the job.

Some examples of training topics for your restaurant business include:

- The hazards that can be found in your specific restaurant
- The hazards causing your employee's injuries and illnesses
- How these hazards can be controlled. (Preference must always be given to eliminating the hazard. If that can't be done, then next best is to modify work practices and use personal protective equipment)
- Your specific workplace policies and safe work practices

SAFETY TOPICS – DOS AND DON'TS

The safety topics below include information on “best practices” and regulatory requirements to help reduce or prevent hazards, injuries and illnesses among your workers. You can make your workplace safer by implementing the **DOS** and **DON'TS** for the topics listed below. You can use these Safety Topics when training your workers and post them by work areas to increase their safety awareness. The **DOS and DON'TS** are also provided in Spanish. You can use these when training your Spanish speaking employees.

Common topics that address general restaurant safety include:

- Preventing Burns
- Clean-Up Safety
- Electrical Safety
- Freezer Safety
- Fryer Safety
- Safe Knife Handling
- Safer Lifting and Carrying
- Prevent Slips, Trips, and Falls
- Chemical Hazard Communication
- Machine Guarding
- Ladder Safety

PREVENTING BURNS



All employees that work around hot equipment or material are in danger of suffering severe burns. It is important that restaurant employees and managers understand the dangers and take steps towards minimizing burns in restaurant works.

An employee working around heating equipment, like fryers, ovens, microwaves, ranges etc. can potentially be burned. Burns may specifically come from hot oil, open flame, steam and hot plates. Servers can be burned while carrying hot plates or picking up plates that were under a heat lamp.

Employees can help prevent heat burns by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

PREVENTING BURNS

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1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Wear long sleeves and long pants when cooking.
- ✓ Use dry potholders, gloves and mitts.
- ✓ Adjust burner flames to cover only the bottom of the pan.
- ✓ Check hot food on stoves carefully.
- ✓ Avoid steam - it can burn. Open lids away from you.
- ✓ Use caution when removing items from the microwave.
- ✓ Wear sturdy footwear that protects your feet.
- ✓ Keep pot handles away from burners.

✗ Don't

- ✗ Leave hot oil unattended.
- ✗ Lean over pots of boiling liquids.
- ✗ Spill water into hot oil.
- ✗ Allow pot handles or cooking utensils to stick out from counters or stove fronts.
- ✗ Use metal containers, foil or utensils in microwave ovens.
- ✗ Allow oil to build up on cooking surfaces, pots and pans.
- ✗ Allow pan handles to be over another burner.

Seguridad En El Restaurante

PREVENGA LAS QUEMADURAS

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1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Use mangas largas y pantalones largos cuando está cocinando.
- ✓ Use guantes o agarradero secos para agarrar los mangos de las ollas.
- ✓ Ajuste la llama de los quemadores para que solamente cubran el fondo de la olla.
- ✓ Revise la comida caliente sobre las estufas con cuidado.
- ✓ Evite el vapor - puede quemarle. Abra la tapa de la olla lejos de usted.
- ✓ Tenga cuidado cuando hay que sacar artículos de las microondas.
- ✓ Use calzado apropiado para proteger sus pies.
- ✓ Mantenga los mangos de las ollas lejos de los quemadores.

✗ Nunca

- ✗ Deje desatendido el aceite caliente.
- ✗ Se incline sobre ollas cuando líquidos están hirviendo.
- ✗ Derrame agua en aceite caliente.
- ✗ Deje que sobresalgan los mangos de las ollas o los utensilios de cocina fuera de los mostradores o por adelante de la estufa.
- ✗ Use contenedores o utensilios de metal, o papel de aluminio adentro de microondas.
- ✗ Permita que el aceite se acumule en superficie de cocinar o en ollas y sartenes.
- ✗ Permita que los mangos de ollas estén sobre otro quemador.

CLEAN-UP SAFETY



Restaurant workers performing cleaning up activities are exposed to many potential hazards in the workplace. The use of chemicals such as soaps, detergents, and other caustic cleaning solutions may cause skin, nose, and eye irritation, allergic reactions, skin burns, and other negative effects including occupational asthma. Cleaning up machinery, sharp objects, hot and slippery surfaces expose workers to other dangers. Shortage of time and pressures to get the job done quickly often lead to unsafe behavior. Employees tend to work fast in a disorganized manner and pay little attention to safety. Carelessness can lead to injury.

Employers have the primary responsibility of protecting the safety and health of their employees. This can be achieved by instructing employees on work organization, how to perform tasks safely, the health hazards of chemicals employees work with (MSDS), and the need for workers to use appropriate personal protective equipment such as aprons, gloves and goggles, etc. Training must include special measures to take in the event of emergencies. Employees are responsible for following safe work practices and alerting employers of safety issues they discover.

Employees can help prevent injuries from clean-up works by following the **DOS** and **DON'TS** given in the next pages.

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CLEAN-UP SAFETY

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<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Be aware of hot equipment and steam.
- ✓ Wipe spills immediately.
- ✓ Wear appropriate waterproof non-slip footwear.
- ✓ Use signs to warn of slip hazards.
- ✓ Know the hazards and proper use of the cleaning chemicals.
- ✓ Use personal protective equipment when working with corrosive and irritating substances.
- ✓ Have all Material Safety Data Sheets (MSDS) readily available.
- ✓ Have emergency eyewash readily available.

✗ Don't

- ✗ Overfill carts or containers.
- ✗ Mix incompatible chemicals (such as bleach and ammonia).
- ✗ Handle broken glass/dishware without protective gloves.
- ✗ Remove garbage disposal guards.
- ✗ Clean machinery (such as dough mixers) when plugged in or operating.
- ✗ Use unlabeled cleaning bottles.
- ✗ Allow liquids to come in contact with electrical outlets and appliances.
- ✗ Pickup or move large mats without help.

Seguridad En El Restaurante

SEGURIDAD EN LA LIMPIEZA

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1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Hay que saber de los peligros del equipo caliente y del vapor.
- ✓ Limpie derramamientos de inmediato.
- ✓ Use calzado apropiado con suelas resistentes a resbalones.
- ✓ Use letreros para advertir riesgos de resbalones.
- ✓ Esté bien informado de los riesgos y cómo se debe usar apropiadamente los químicos de limpieza.
- ✓ Use equipo de protección personal cuando trabaje con sustancias corrosivas e irritantes.
- ✓ Tenga todas las hojas de Datos de Seguridad de Materiales (MSDS por sus siglas en Inglés) disponibles de inmediato.
- ✓ Tenga una fuente para lavar los ojos disponible inmediatamente en caso de emergencia.

✗ Nunca

- ✗ Llene de más las carretillas o los contenedores.
- ✗ Mezcle químicos incompatibles (como blanqueador y amoníaco).
- ✗ Manipule vidrio roto o platos quebrados sin los guantes protectores.
- ✗ Quite los resguardos de las demolidoras de desperdicio .
- ✗ Limpie maquinaria (como mezcladora de masa) cuando están enchufadas o en operación.
- ✗ Use botellas de limpieza sin etiquetas.
- ✗ Permita que líquidos entren en contacto con la toma de corriente eléctrica u aparatos eléctricos de cocina.
- ✗ Recoja o mueva esteras grandes sin ayuda.

ELECTRICAL SAFETY



With all electrical equipment operations there is the threat of electrocution. Restaurant employees face the danger of electrocution, or even death when working around electrical equipment particularly in commercial kitchens. The hazardous conditions which pose the greatest threat are:

- Worn electrical cords.
- Wet cleaning practices.
- Faulty wiring or equipment.
- Damaged outlets or connectors.
- Improperly used or damaged extension cords.

Employees can prevent electrocution by following the **DOS** and **DON'TS** given in the next pages.

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ELECTRICAL SAFETY

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<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Know procedures for electrical emergencies.
- ✓ Know how to shut off power in case of an emergency.
- ✓ Use ground fault circuit (GFCIs) receptacles.
- ✓ Keep the power cord away from the liquids and equipment when in use.

✗ Don't

- ✗ Use faulty or damaged equipment, receptacles or connectors.
- ✗ Plug in electrical equipment with wet hands or while touching a wet or damp surface.
- ✗ Pull on cords to unplug them.
- ✗ Use extension cords except for temporary use.
- ✗ Use metal ladders when doing electrical work.
- ✗ Put fingers on the prongs when inserting into outlets.

Seguridad En El Restaurante

SEGURIDAD ELÉCTRICA

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1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Hay que saber los procedimientos para las emergencias eléctricas.
- ✓ Hay que saber cómo cortar la energía eléctrica en caso de emergencia.
- ✓ Use receptáculos con interruptores de circuito con conexión a tierra (GFCI por sus siglas en Inglés).
- ✓ Mantenga todos los cordones eléctricos distantes de líquidos y equipo en operación.

✗ Nunca

- ✗ Use equipo, receptáculos o conectores defectuosos o dañados.
- ✗ Enchufe equipo eléctrico con las manos mojadas o mientras esté tocando una superficie mojada o húmeda.
- ✗ Debe de jalar cables eléctricos para desconectarlos.
- ✗ Use cables de extensión excepto por corto plazo.
- ✗ Use escaleras de metal cuando haga trabajo eléctrico.
- ✗ Ponga sus dedos en los dientes mientras está conectando el enchufe a una toma de corriente eléctrica.

COLD STORAGE / FREEZER SAFETY



Restaurant workers may be exposed to cold temperatures from working in refrigerator, freezer, and other cold storage areas. They can be trapped inside refrigerators or freezers if the door accidentally closes behind them. Trapped workers can be exposed to very cold temperatures and suffer from hypothermia. All cold storage areas need to have:

- Light inside
- Latch inside
- Axe/heated door seal

Condensation inside refrigerators or freezers can cause floors to become wet and slippery, leading to potential slips and falls.

Note:

Child Labor Laws prohibit young workers younger than 16 from performing freezer or meat cooler work.

Employees can prevent accidents and injuries while working with kitchen freezers and cold storage rooms by following the **DOS** and **DON'TS** given in the next pages.

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COLD STORAGE / FREEZER SAFETY

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<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Know the cold stress warning signs such as tingling in the hands, pale cold skin, shivering, drowsiness, slurred speech, and confused behavior.
- ✓ Wear multiple layer warm clothing and PPE such as a hat, gloves and rubber nonslip shoes.
- ✓ Check units regularly throughout the day and before closing to assure no one is trapped inside.
- ✓ Allow for a period of adjustment of your body to the cold before a full work schedule.
- ✓ Consume warm high calorie foods and beverages to maintain the body's internal temperature.
- ✓ Provide a means of exit on the inside of walk in freezers.

✗ Don't

- ✗ Overwork yourself since muscles require energy to stay warm and overworking increases the risks of hypothermia or frostbite.
- ✗ Work alone.
- ✗ Work continuously for long periods. Take frequent breaks in warm and dry environments. Set your own pace.
- ✗ Schedule deliveries during cold hours of the day.
- ✗ Overlook the importance of protecting your feet, hands, head, toes, ears, and nose.
- ✗ Enter walk-in freezers without first checking for lighting, functioning heated door seals (or axe).
- ✗ Allow ice to build up on floors and surfaces.

Seguridad En El Restaurante

ALMACENAMIENTO EN FRÍO/SEGURIDAD EN EL CONGELADOR

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1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Hay que saber las señales de advertencia del frío como sensación de hormigueo en las manos, piel fría y pálida, tener confusión, somnolencia, tiritar, y dificultad para hablar.
- ✓ Vístase con ropa de abrigo en capas múltiples y equipo de protección personal (PPE por sus siglas en inglés) como sombrero, guantes y calzado antideslizante de goma.
- ✓ Revise las unidades con regularidad durante todo el día y antes de cerrar para asegurarse de que no haya nadie atrapado adentro.
- ✓ Permita un período de ajuste al frío para que su cuerpo se acostumbre antes de comenzar una jornada entera en el frío.
- ✓ Consuma comidas y bebidas calientes y de alta caloría para mantener la temperatura interna del cuerpo.
- ✓ En congeladoras donde personas entran, provea otra salida por adentro.

✗ Nunca

- ✗ Haga trabajo excesivo porque los músculos requieren energía para mantenerse calentados y trabajo excesivo aumenta el riesgo de hipotermia o congelación.
- ✗ Trabaje solo.
- ✗ Trabaje continuamente por largos períodos de tiempo. Tome descansos frecuentes en ambientes cálidos y secos. Marque su propio ritmo de trabajo.
- ✗ Programe entregas durante las horas frías del día.
- ✗ Pase por alto la importancia de proteger sus pies, manos, cabeza, dedos de los pies, orejas y nariz.
- ✗ Entre en congeladores sin chequear las luces y que el cierre hermético calentado de la puerta (o hacha) funcionen.
- ✗ Permita que el hielo se acumule en superficies y en el piso.

FRYER SAFETY



Whether preparing traditional items like French fries and fried chicken, or novelty foods like fried ice cream and deep fried spaghetti, commercial fryers are essential pieces of equipment in many restaurants. Though they are relatively easy to use, fryers can pose a health threat to the kitchen staff if safe operating guidelines are not followed. All kitchen workers, especially fry cooks, are at risk of the following injuries when working around a commercial fryer:

- **Burns**

Fryer oil is usually around 350 °F. A worker who operates or cleans commercial fryers can suffer severe burns from splashing oil.

- **Carbon Monoxide Poisoning**

Carbon monoxide is an odorless, colorless gas that is given off when something is burned. If the vent hood or fryer exhaust is not functioning properly, the carbon monoxide released from the burning can quickly fill up the entire kitchen and cause poisoning.

Note:

Child Labor Laws prohibit young workers 15 and younger from performing frying work.

Employees can prevent accidents and injuries while working with kitchen fryers by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

FRYER SAFETY

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Gently raise or lower fryer basket while cooking to avoid splashing.
- ✓ Keep liquid, beverages and ice away from hot oil.
- ✓ Wear safety equipment provided while working with hot oil.
- ✓ Let oil cool down when reaching above the fryer.
- ✓ Handle only one fryer basket at a time.
- ✓ Dry fryer and fryer baskets after washing with water to avoid splatter.

✗ Don't

- ✗ Overfill fryer baskets.
- ✗ Stand too close or lean over hot oil.
- ✗ Carry hot oil. Wait until it is cool!
- ✗ Strain hot oil. Wait until it is cool!
- ✗ Store hot oil on floors by grill area.
- ✗ Spill water or ice in hot oil.
- ✗ Allow excess ice crystals from frozen foods to get into cooking oil.
- ✗ Store items over the deep fryer where they can fall into hot oil.

Seguridad En El Restaurante

SEGURIDAD AL FREÍR

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Levante o baje despacito la canasta de freír mientras cocina para evitar que salpique el aceite.
- ✓ Mantenga líquido y bebidas lejos del aceite caliente.
- ✓ Use equipo de seguridad que sus patrones les suministra mientras trabaja con aceite caliente.
- ✓ Permita que el aceite se enfríe antes de extender su alcance sobre la canasta de freír.
- ✓ Manipule una canasta de freír a la vez.
- ✓ Hay que secar la freidora y canastas después de lavarlas con agua para evitar una salpicadura.

✗ Nunca

- ✗ Llene de más las canastas de freír.
- ✗ Se pare muy cerca o se incline sobre el aceite caliente.
- ✗ Debe de cargar aceite caliente. ¡Espere hasta que se enfríe!
- ✗ Debe de colar el aceite caliente. ¡Espere hasta que se enfríe!
- ✗ Almacene el aceite caliente en el piso cerca de la parrilla.
- ✗ Debe de derramar agua o hielo en aceite caliente.
- ✗ Permita que extra cristales de hielo de comidas congeladas caigan en el aceite.
- ✗ Almacene artículos sobre la canasta de freír porque pueden caer en el aceite caliente.

SAFE KNIFE HANDLING



Professional cutlery, though essential in the kitchen, pose an increased threat of injury to restaurant employees. The potential for injuries from knives are especially very high for those who are not properly trained. Knowledge of how to correctly handle kitchen knives and other cutting tools among employees creates a safer workplace.

Employees can prevent accidents and injuries while working with kitchen knives and other cutting tools by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

SAFE KNIFE HANDLING

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Keep knives sharpened and let other staff know when knives are newly sharpened.
- ✓ Use a knife only for its intended purpose.
- ✓ Use the appropriate knife for the job. Always use a cutting board.
- ✓ Carry knives with the point down and the cutting edge away from your body.
- ✓ Store knives properly in racks or knife sheaths close to areas where they are used.
- ✓ Clean knives immediately after use.
- ✓ At all times, be in control of your knife blade, your body, and the food you are cutting.

✗ Don't

- ✗ Touch knife blades.
- ✗ Try and catch a falling knife. Let it fall.
- ✗ Hand a knife to someone. Put it down on the counter and let them pick it up.
- ✗ Leave a knife soaking in a sink of water.
- ✗ Be distracted while using a knife.
- ✗ Use your knife for purposes other than its intended purpose.
- ✗ Use knives with damaged handles or blades.
- ✗ Cut in a motion that points towards to your body.

Seguridad En El Restaurante

MANEJANDO CUCHILLOS CON SEGURIDAD

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Mantenga los cuchillos afilados y avise a sus compañeros de trabajo cuando los cuchillos están recién afilados.
- ✓ Use el cuchillo para el propósito indicado.
- ✓ Use el cuchillo apropiado para el trabajo. Siempre use una tabla para cortar.
- ✓ Lleve los cuchillos apuntando hacia abajo y con el filo alejado a su cuerpo.
- ✓ Guarde los cuchillos en su armazón o fundas apropiadas cerca de donde sean usados.
- ✓ Limpie los cuchillos inmediatamente después de su uso.
- ✓ Esté en control del filo, de su cuerpo y de la comida que está cortando.

✗ Nunca

- ✗ Toque el filo de los cuchillos.
- ✗ Trate de agarrar un cuchillo que se está cayendo. Déjelo caer.
- ✗ Dé un cuchillo a nadie. Póngalo en el mostrador y deje que ellos lo tomen.
- ✗ Deje un cuchillo en el fregadero remojando en agua.
- ✗ Se distraiga mientras usa un cuchillo.
- ✗ Use su cuchillo para otros propósitos que no son indicados.
- ✗ Use cuchillos con mango u hoja dañada.
- ✗ Corte con movimiento apuntando hacia su cuerpo.

SAFER LIFTING AND CARRYING



Lifting and lowering heavy products, holding pots while using awkward body postures, grasping large bags, emptying containers, and carrying objects are common tasks in the restaurant industry. Continued and repeated performing of these tasks can cause fatigue, discomfort, back pain, shoulder and neck problems, decreased range of motion in the joints, decreased grip strength, and so on. Employers and employees can help in reducing or eliminating these problems by improving the fit between the worker's capabilities, the task, and the equipment used.

Some improvement options include rearranging workstations, providing carts, training employees, limiting the moving of heavy loads, calling a coworker for help, and using better tools. Good lighting in work areas also helps in preventing accidents and injuries.

Employees can prevent accidents and injuries while lifting and carrying loads related to kitchen works by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

SAFER LIFTING AND CARRYING

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Use mechanical devices and carts to lift and move heavy loads or get help. Limit lifting by hand.
- ✓ Keep your head up, your back straight and lift with your legs not your back.
- ✓ Bring the load as close to you as possible before lifting.
- ✓ Keep the load directly in front of your body. Move feet to turn so you don't twist your back.
- ✓ Perform lifts at waist height with your elbows in and close to your body.
- ✓ Limit lifting materials above shoulder level.
- ✓ Stay fit to help avoid injury.

✗ Don't

- ✗ Lift/carry heavy, bulky or uneven loads without help. Get help or use a cart.
- ✗ Rely on back belts.
- ✗ Reach out to lift a load.
- ✗ Reach to the side or lift while twisting.
- ✗ Stock heavy items on upper shelves.
- ✗ Obstruct your view by carrying large/bulky items.
- ✗ Carry stacks of plates or boxes above the shoulder level. Doing this puts undue strain on your neck, shoulders and lower back.

Seguridad En El Restaurante

LEVANTE Y LLEVE EN FORMA MÁS SEGURA

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Use aparatos mecánicos y carretillas para levantar y mover cargas pesadas u obtenga ayuda. Limite el levante a mano.
- ✓ Mantenga la cabeza erguida, su espalda recta y levante con sus piernas, no su espalda.
- ✓ Acerque la carga lo más posible hacia usted antes de levantarla.
- ✓ Mantenga la carga directamente enfrente de su cuerpo. Mueva sus pies para dar vuelta así no tuerce su espalda.
- ✓ Realice el levante a la altura de la cintura con los codos hacia adentro y lo más cerca posible al cuerpo.
- ✓ Limite el levante de materiales por encima del nivel del hombro.
- ✓ Manténgase en buen estado físico para evitar lesiones.

✗ Nunca

- ✗ Levante/lleve cargas pesadas, abultadas o de peso irregular sin ayuda . Obtenga ayuda o use una carretilla.
- ✗ Dependá de cinturones para la espalda.
- ✗ Realice alcances extendidos para levantar una carga.
- ✗ Alcance hacia el lado del cuerpo o levante algo mientras esté torciendo su cuerpo.
- ✗ Reponga objetos pesados en el nivel alto de estanterías.
- ✗ Obstruya su vista llevando objetos grandes/voluminosos.
- ✗ Cargue pilas de platos o cajas por encima del nivel de su hombro. Si hace eso, puede causar esguince muscular a su cuello, hombros y parte baja de la espalda.

PREVENT SLIPS, TRIPS, AND FALLS



Slips, trips and falls in restaurant works may cause a minor or major injury or even injuries leading to death. Slips happen where there is too little friction or traction between the footwear and the walking surface. Trips often occur when the foot hits an object causing loss of balance and, eventually a fall.

Employers are responsible for providing a safe workplace with appropriate flooring and sufficient lighting. Employers are also responsible for training of employees on good housekeeping practices. Periodic inspections of the restaurant and grounds to identify and correct slip, trip and fall hazards, wearing appropriate footwear by employees, and taking other safety precautions in work can help prevent or eliminate, slip, trip and fall injuries in the restaurant business.

Employees can prevent slips, trips, and falls while working in restaurants by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

PREVENT SLIPS, TRIPS, AND FALLS

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Wear closed-toe shoes with slip-resistant soles and low heels.
- ✓ Have a regular cleaning schedule and clean up spills and splashes immediately.
- ✓ Place caution signs when mopping or when floors are wet.
- ✓ Use non-slip floor matting. Keep mats clean and secured in place.
- ✓ Eliminate cluttered or obstructed work areas.
- ✓ Report to your supervisor any blind corners, problem floor surfaces, or hazardous areas.
- ✓ Use clean mops so they are not spreading grease.
- ✓ Keep work areas well lit.

✗ Don't

- ✗ Move too quickly or run.
- ✗ Carry items too tall for you to see over.
- ✗ Store items on the floor that might be tripped on, especially hot items such as oil.
- ✗ Wear clothing that are oversized, baggy, or extended below shoe level causing a potential trip hazard.
- ✗ Wear leather soles, open toe, platform, high heels, or canvas shoes.
- ✗ Do not overfill bus tubs, since items may fall out and cause a trip hazard.

Seguridad En El Restaurante

EVITE RESBALONES, TROPIEZOS, Y CAÍDAS

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Use calzado apropiado de punta cerrada con suelas resistentes a resbalones y de tacón bajo.
- ✓ Tenga un programa de limpieza periódica y limpie derrames de salpicaduras de inmediato.
- ✓ Coloque los letreros de precaución al limpiar o cuando los pisos están mojados.
- ✓ Use sobre los pisos tapetes aprobados contra resbalones. Mantengalos limpios y asegurados en su lugar.
- ✓ Mantenga las áreas de trabajo ordenadas y sin obstrucciones.
- ✓ Informe a su supervisor de esquinas bloqueadas y difíciles de ver, pisos problemáticos, o en lugares peligrosos dentro del restaurante.
- ✓ Use trapeadores limpios para no esparcir grasa por todo el piso.
- ✓ Mantenga áreas de trabajo bien iluminadas.

✗ Nunca

- ✗ Haga movimientos demasiado rápidos o corra en su trabajo.
- ✗ Cargue artículos tan altos que bloqueen su vista.
- ✗ Ponga artículos en el piso que pueda tropezarle, especialmente cosas calientes como la grasa.
- ✗ Use ropa exagerada de tamaño, muy ancha o muy larga que casi esten arrastrando al nivel de zapatos porque pueden causarle peligro de tropiezo.
- ✗ Use zapatos con suelas de cuero, con punta abierta, de plataforma, tacones altos, o zapatos tenis.
- ✗ Llene demasiado los contenedores para recoger platos sucios por que se pueden caer y causar peligro de tropiezo.

CHEMICAL HAZARD COMMUNICATION



Chemical Hazard Communication is very important in keeping the workplace safe for workers. Chemical hazards may cause a minor or major injury or even injuries leading to death if chemicals are used improperly. Cleaning tasks in restaurants are designed to protect customers from food-borne illnesses. Unfortunately, the chemicals used to clean and sanitize can pose a threat to the restaurant workers.

Commonly used chemicals such as chlorine, quaternary ammonia and iodine can cause serious harm to employees. Such chemicals can cause skin redness, irritation, burns and may also cause cracking of the skin leading to chemicals entering into the blood stream. Hazardous chemicals can also enter the human body through breathing in and can cause irritation to the nose, throat and lungs.

There are several steps restaurant employees and managers can take to reduce the risks involved when working with hazardous chemicals.

- Provide training to employees on good housekeeping practices and chemical safety.
- Making sure that workers wash their hands thoroughly before eating, drinking or smoking.
- Provide appropriate gloves, rubber aprons and other personal protective equipment at no cost to employees.
- Have an emergency response procedure in place.

Employees can prevent accidents and injuries from chemical hazards while working in restaurants by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

CHEMICAL HAZARD COMMUNICATION

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Be informed and make sure you understand the hazards of the chemicals you work with.
- ✓ Know where MSDSs are located.
- ✓ Follow instructions in MSDS whenever you use chemicals.
- ✓ Label secondary containers, such as spray bottles, with product name and hazard warnings.
- ✓ Wear appropriate personal protective equipment such as gloves, face shields, splash goggles, and respirators etc.

✗ Don't

- ✗ Use hazardous chemicals if a less hazardous one is available.
- ✗ Use chemicals until trained on the chemical hazards and how to protect yourself.
- ✗ Use chemicals in unlabeled containers.
- ✗ Mix incompatible chemicals.
- ✗ Use empty water bottles or food containers for chemicals.

Seguridad En El Restaurante

COMUNICACIÓN SOBRE QUÍMICOS PELIGROSOS

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Hay que informarse y asegurarse de que usted entiende los peligros de los químicos con que trabaja.
- ✓ Hay que saber donde los MSDSs están ubicados.
- ✓ Siga las instrucciones en los MSDSs cuando esté usando químicos.
- ✓ Hay que poner etiqueta en recipientes secundarios como botella rociadoras, con el nombre del producto y advertencia de peligro.
- ✓ Use equipo de protección personal apropiado como guantes, protectores de cara, gafas contra salpicaduras y respiradores, etc.

✗ Nunca

- ✗ Use químicos peligrosos si hay otro disponible de menor peligro.
- ✗ Use químicos a menos que sea entrenado sobre los peligros y como usted debe protegerse.
- ✗ Use químicos en recipientes sin etiqueta.
- ✗ Mezcle químicos incompatibles.
- ✗ Use botellas de agua o contenedores de comida vacíos para rellenarlos con químicos.

MACHINE GUARDING



Restaurants use many types of equipment that have machine guarding. Food processors, choppers, slicers, grinders, mixers, compactors have moving parts that must be guarded because of their hazardous motions.

Workers can be injured by the lack of guards, intentional removal of the guards, or improper guarding. Machine guarding related injuries in restaurants include cuts, bruises, burns, amputations and strangulation. Employers can protect their workers from such injuries by:

- Checking and maintaining all machine guards in the equipment according to manufacturer's instructions.
- Having employees follow the safe operating procedures that are put in place to safeguard them against machine guarding hazards, and not letting them take risky short cuts.
- Training workers on machine guarding safety as frequently as needed. Trainings should include practical demonstrations on how to operate the equipment properly and how to avoid injuries and accidents.

Note:

Child Labor Laws prohibit young workers under 18 years of age from performing work on certain machinery such as dough mixers and meat slicers.

Employees can prevent accidents and injuries from machine guarding related problems while working in restaurants by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

MACHINE GUARDING

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Use caution while working with all moving equipment, especially with the power driven ones.
- ✓ Guard hazardous parts of equipment, such as dough rollers, slicer blades, and mixer hooks/paddles.
- ✓ Keep hair, clothing, jewelry, fingers, hands, and gloves away from dangerous moving/cutting parts.
- ✓ Use extension tools as required.
- ✓ Contact supervisor if a guard is damaged or missing.
- ✓ Follow manufacturer's instructions on the operation, cleaning and maintenance of the equipment.

✗ Don't

- ✗ Remove parts of equipment that expose cutting or moving parts.
- ✗ Use unguarded equipment.
- ✗ Bypass manufacturer's safeguards.
- ✗ Unjam equipment without following lockout procedures for that particular equipment.
- ✗ Use equipment unless trained.

Seguridad En El Restaurante

RESGUARDO DE MAQUINARIA

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

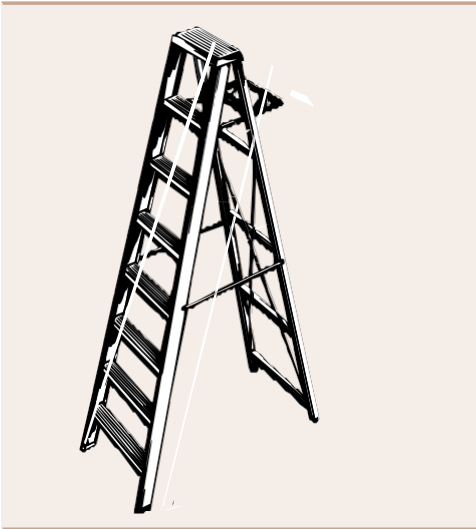
✓ Siempre

- ✓ Tenga cautela cuando trabaje con todo equipo que se mueve, en especial aquellos con motor.
- ✓ Hay que resguardar las piezas peligrosas del equipo como rodillos de masa, hojas que cortan, gancho/paleta para mezclar.
- ✓ Mantenga cabello, ropa, alhajas, dedos, manos y guantes distantes de piezas peligrosas que mueven/cortan.
- ✓ Use herramientas de extensión como sea requerido.
- ✓ Esté en contacto con su supervisor si el resguardo está dañado o ha desaparecido.
- ✓ Siga las instrucciones del fabricante para la operación, limpieza y mantenimiento del equipo.

✗ Nunca

- ✗ Remueva piezas de equipo que exponen otras piezas que cortan o mueven.
- ✗ Use equipo sin resguardo.
- ✗ Evite o sobrepase usar los resguardos del fabricante.
- ✗ Intente desatascar equipos sin seguir los procedimientos de cierre con candado para ese equipo.
- ✗ Use equipo a menos que usted ha sido entrenado.

LADDER SAFETY



With all uses of ladders and steps, there is always the danger of falls. Restaurant employees face the danger of falls when working around the kitchen and storage shelves, and other elevated places that need to be reached using ladders or steps.

Employers can prevent employees from falling from ladders and steps by:

- Providing ladders and steps in good working condition. The ladders and steps should also suitable be for the specific job.
- Providing training on inspection, use and maintenance of ladders and steps.

Note:

Child Labor Laws prohibit young workers under 15 years of age from performing work on ladders.

Employees can prevent accidents and injuries from using ladders and steps while working in restaurants by following the **DOS** and **DON'TS** given in the next pages.

Restaurant Safety

LADDER SAFETY

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Do

- ✓ Routinely check the condition of ladders for damage, defects and slippery conditions.
- ✓ Check your shoes for oil, grease, etc. before climbing the ladder and steps.
- ✓ Only use proper ladders for the job to be performed.
- ✓ Only use ladders that can be properly used within the space provided.
- ✓ Always position the ladder in such a way that you do not have to over-reach.
- ✓ Always maintain 3 points of contact.
- ✓ Climb or come down facing the steps.
- ✓ Protect against surrounding hazards such as hot liquids when you are on the ladder.

✗ Don't

- ✗ Access elevated locations without a proper ladder.
- ✗ Use ladders that appear to have damaged or defective components.
- ✗ Use metal ladders when doing electrical work such as changing lights.
- ✗ Use unless trained.
- ✗ Use chairs, buckets anything else instead of a ladder.
- ✗ Step on the top two steps.
- ✗ Try to handle overloads. Know your strength. Get help as needed.

Seguridad En El Restaurante

SEGURIDAD PARA ESCALERAS PORTÁTILES

Research & Education Unit



1-800-963-9424

<http://www.dir.ca.gov/dosh/dosh1.html>

✓ Siempre

- ✓ Inspeccione de forma rutinaria el estado físico de escaleras por daños, defectos y condiciones resbaladizas.
- ✓ Inspeccione sus zapatos por aceite, grasa, etc. antes de subir escalones y escaleras.
- ✓ Use escaleras apropiadas para el trabajo que precisa hacer.
- ✓ Sólo use escaleras que pueden ser utilizadas en el espacio disponible.
- ✓ Coloque la escalera de tal manera que usted no precise alcanzar más allá.
- ✓ Mantenga tres puntos de contacto.
- ✓ Suba o baje de cara a los escalones.
- ✓ Protéjase contra peligros en su alrededor como líquidos calientes cuando esté en la escalera.

✗ Nunca

- ✗ Suba a lugares altos sin usar escalera apropiada.
- ✗ Use escaleras que parecen tener componentes dañados o defectivos.
- ✗ Use escaleras de metal cuando realice trabajos eléctricos como cuando cambia las luces.
- ✗ Lo use a menos que tenga entrenamiento.
- ✗ Use sillas, baldes o cualquier otra cosa en lugar de una escalera.
- ✗ Suba a los dos peldaños más altos.
- ✗ Intente manipular sobrecargas. Reconozca su fuerza. Consiga ayuda como lo necesite.

INJURY AND ILLNESS PREVENTION PROGRAM (IIPP)

The IIPP is a basic written workplace safety program. Title 8 of the California Code of Regulations (T8CCR) requires every employer to develop and implement an effective Injury and Illness Prevention Program (IIPP). T8CCR, [3203](#) outlines the IIPP requirements for restaurants.

The benefits of an effective IIPP include improved workplace safety and health, better morale, increased productivity, and reduced costs of doing business. The costs to the workplace can include medical treatment, higher worker's compensation insurance premiums, indemnity, and litigation.

Employees injured on the job experience a great deal of pain and suffering. They may also lose their salary, and miss opportunities for future job advancement. Hence, having an effective IIPP is not just a regulatory requirement but also an extremely important part of the restaurant business. For your IIPP to be effective you must fully put it into practice in your workplace.

The 8 required Injury and Illness Prevention Program elements as given in Section [3203](#) are:

1. Responsibility
2. Compliance
3. Communication
4. Hazard Assessment
5. Accident/Exposure Investigation
6. Hazard Correction
7. Training and Instruction
8. Recordkeeping

To be effective, your IIPP must:

- Fully involve all employees, supervisors, and management.
- Identify the specific workplace hazards employees are exposed to.
- Correct identified hazards in an appropriate and timely manner.
- Provide effective training.

Remember, an IIPP is not just a paper program. How well you actually put it into practice in your workplace is what will determine how effective it will be. You must regularly review and update your IIPP in order for it to remain effective.

Cal/OSHA has a model sample IIPP written program for you. Using it will not guarantee that it will meet regulatory requirements. However, it should save some of your time in developing your own.

Remember, it's important that you provide all required information in your IIPP. Your IIPP must include all work activities your employees actually perform and how you manage the safety and health at your work sites. For your convenience, the model program that can be filled out using your specific information is made available online at https://www.dir.ca.gov/dosh/dosh_publications/RsglippGuide.pdf.

The following conditions may trigger certain **exceptions** to the written IIPP and documentation requirements:

- Establishments with < 20 employees during the calendar year and in an industry not on the designated high hazard list and who have a Worker's Compensation Experience Modification Rate (ExMod) of <1.1%; and Establishments with <20 employees during the calendar year on a designated List of Low and Non High-Hazard Industries (see Attachment B) can limit written documentation of the IIPP to the following requirements:
 - The identity of the person(s) with authority and responsibility for program implementation,
 - Scheduled periodic "inspections" to identify unsafe conditions and work practices, and
 - Training and instruction provided to employees.
- Local government entities are not required to maintain documentation of:
 - Scheduled periodic "inspections" to identify unsafe conditions and work practices, and
 - Training and instruction provided to employees.

Please refer to T8CCR, Section [3203](#) for details on what the written program should consist of.

The Cal/OSHA Consultation Service is also available to answer health and safety concerns you may have, including questions on IIPP. Refer to the back cover page of this guide to find the phone number of the Cal/OSHA Consultation Office nearest you.

In addition, Cal/OSHA's Injury and Illness Prevention Program eTool is available at: <http://www.dir.ca.gov/dosh/etools/09-031/index.htm>

HAZARD COMMUNICATION PROGRAM (HAZCOM)

Employers whose employees may be exposed to hazardous substances are required to have a written hazard communication program that addresses all the requirements of California Code of Regulations Title 8 Section [5194](#). Please refer to [5194](#) for details on what the written program should consist of. Employers who tailor a written program to meet the specific needs of their workplace will maximize the benefits of workplace safety.

A written hazard communication program for the restaurant industry must describe the procedures for meeting all the requirements of the regulation, including:

- Developing and maintaining a list of the hazardous substances in the workplace.
- Labeling of containers of hazardous substances and other forms of warning.
- Availability of MSDSs and making sure they are readily accessible.
- Employee training on hazardous substances they are or may be exposed to.
- Protective measures to be used, such as work practices, personal protective equipment, and emergency procedures.
- A plan for the periodic evaluation of program effectiveness and plans for updating the program, when necessary.

The written hazard communication program must be available upon request to employees and relevant others. Cal/OSHA has a written sample Model Hazard Communication (HAZCOM) Program custom tailored to the restaurant industry. Using it will not guarantee that it will meet regulatory requirements. However, it should save some of your time in developing your own.

Remember, it's important that you provide all required information in your HAZCOM program. The program must include all employee work activities that involve exposure to hazardous chemicals and how you manage the safety and health at your work sites. For your convenience, the model program that can be filled out using your specific information is made available online at http://www.dir.ca.gov/dosh/dosh_publications/restaurant_hazcommodel.doc.

Employee training is an integral part of the hazard communication program and must be provided at the time of initial assignment, whenever a new hazard is introduced into the workplace, and when employees may be exposed to other employers' workplace hazards. Employee training on new or revised MSDS information must be provided within 30 days of the employer receiving that information.

The Cal/OSHA Consultation Service is also available to answer health and safety concerns you may have, including questions on personal protective equipment (PPE). Refer to the back cover page of this guide to find the phone number of the Cal/OSHA Consultation Office nearest you.

A book titled Cal/OSHA's Guide to California Hazard Communication Regulation is available at http://www.dir.ca.gov/dosh/dosh_publications/hazcom.pdf for your reference and use.

RESOURCES ON RESTAURANT SAFETY

The following resources are also provided in the "Cal/OSHA Guide to Restaurant Safety" to help employees and employers improve safety in their restaurants. These resources are available by following the respective links.

- Cal/OSHA's Guide to Developing an Injury and Illness Prevention Program (IIPP) for "Restaurants"
http://www.dir.ca.gov/dosh/dosh_publications/restaurant_iippguide.doc
- Cal/OSHA's Model Hazard Communication Program (HAZCOM) for Restaurants
http://www.dir.ca.gov/dosh/dosh_publications/restaurant_hazcommodel.doc
- Cal/OSHA's Injury and Illness Prevention Program e-Tool
<http://www.dir.ca.gov/dosh/etools/09-031/index.htm>
- Cal/OSHA Website and Title 8 Regulations
www.dir.ca.gov/dosh/dosh1.html
- Child Labor Laws 2000
<http://www.dir.ca.gov/dlse/childlaborpamphlet2000.html>
- Guide to California Hazard Communication Regulation
http://www.dir.ca.gov/dosh/dosh_publications/hazcom.pdf
- Kitchen Posters
<http://www2.worksafebc.com/Portals/Tourism/WCBInitiatives.asp>
- Kitchen Safety and Health
<http://www2.worksafebc.com/Publications/StartSafe-Kitchens.asp>
- LOHP Resource - Small Business Resources. Labor Occupational Health Program (LOHP), U.C. Berkeley
<http://lohp.org/projects/smallbusiness/index.html>
- LOHP Resource - Facts for Employers - Safer Jobs for Teens. Labor Occupational Health Program (LOHP), U.C. Berkeley
<http://youngworkers.org/employers/index.html>
- New Jersey FACE Dough Mixing Fatality
<http://nj.gov/health/surv/documents/01nj118.pdf>
- NIOSH Burn Injury Fact Sheet
<http://www.cdc.gov/niosh/topics/youth/pdfs/burninjury.pdf>

- NIOSH Electrical Safety in Restaurants
<http://www.cdc.gov/niosh/85-104.html>
- Ohio State Ladder Fact Sheet
<http://ohioline.osu.edu/aex-fact/pdf/0691.pdf>
- OSHA Youth Worker Safety in Restaurant - eTool
<http://www.osha.gov/SLTC/youth/restaurant/index.html>
- Protecting the Safety and Health of Restaurant Workers
<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/RestaurantWorkbook.pdf>
- Restaurant Safety Training Guide
http://www.dir.ca.gov/chswc/WOSHTEP/Publications/SmallBusinessFlyer_Restaurant.pdf
- Restaurant Supervisor Safety Training Program. WOSHTEP/Commission on Health and Safety and Workers' Compensation
<http://www.dir.ca.gov/chswc/SBMRMaterials.htm>
- Safety on the Job is Everyone's Business
http://www.worksafebc.com/publications/health_and_safety/by_topic/assets/pdf/safetyonthejob.pdf
- Steps to Effective Worker Education and Training
http://www.worksafebc.com/publications/health_and_safety/by_topic/assets/pdf/3-steps.pdf
- University of Nevada, Reno Business Environmental Program College of Business
www.unrbep.org/environmental-management/index-of-documents/
- Washington L&I CO exposure
http://www.lni.wa.gov/wisha/p-ts/carbonMonoxide/lessons_learned.pdf
- Work Smarter, Not Just Harder (Available in English, Spanish, Chinese, Tagalog, Vietnamese)
 - English: http://www.dir.ca.gov/dosh/dosh_publications/restapost.pdf
 - Others: <http://www.dir.ca.gov/dosh/PubOrder.asp>

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Your call will in no way trigger an inspection by Cal/OSHA enforcement

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