

1. Work site evaluations

In the worksite evaluation, each job, process, or operation of identical work activity, must be evaluated for exposures that caused the RMIs. Any exposures determined to have caused the RMIs must be corrected in a timely manner.

2. Methods to control the exposures that caused the RMIs

The department shall consider engineering controls such as workstation design, adjustable fixtures, or tool redesign, and administrative controls such as job rotation, work pacing, or work breaks. If the conditions cannot be corrected, the exposures must be minimized to the extent feasible.

3. Employee training

The employee training shall include: an explanation of the employer's RMI program and methods used by the employer to minimize RMIs; the exposures that were associated with the RMIs; the symptoms and consequences of injuries caused by repetitive motion; and the importance of reporting symptoms and injuries to the supervisor. Once the department has met all of the above requirements, Cal/OSHA can order you to do more only if they can prove the department has knowledge of measures that are guaranteed to be more effective but have not been implemented and do not impose additional unreasonable cost.

The Department of Personnel Administration recently published the "Computer User's Handbook" to assist departments in preventing RMIs related to computer use. This can be used as a tool to fulfill the training component of the regulation. The handbooks can be purchased from:

Department of General Services
Documents and Publications
4675 Watt Avenue
North Highlands, CA 95660
Phone: 916-574-2200
Calnet: 481-2200
Order Number: 7540-980-1007-0
Cost: \$16.00/bundle of 10

The National Institute for Occupational Safety and Health published an educational tool based on workplace evaluations of musculoskeletal disorders. It also contains a toolbox guide for an ergonomics program. The publication is "Elements of an Ergonomics Program". You can get a copy of this guide from any of the following Cal/OSHA Consultation Offices:

Sacramento	916-263-2855
Anaheim	714-935-2750
Fresno	209-454-1295
Los Angeles	213-736-2187
San Diego	619-279-3771
San Fernando Valley	213-736-2187
San Mateo	415-573-3864
Santa Fe Springs	562-944-9366

The State Compensation Insurance Fund in Sacramento can provide Consultation and Training services for a fee pursuant to the Master Agreement. Contact Kristy McKoon at 916-567-7566.

For your convenience, a copy of the Ergonomic Regulation is attached. It is also available on the Department of Industrial Relation's web site at www.dir.ca.gov under "What's New". If you have any questions on this PML, please contact Sharon McCalister.



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Attachment(s)



TITLE 8
GENERAL INDUSTRY SAFETY ORDERS
SECTION 5110, ERGONOMICS

Section 5110. Repetitive Motion Injuries.

- (a) Scope and application. This section shall apply to a job, process, or operation where a repetitive motion injury (RMI) has occurred to more than one employee under the following conditions:
- (1) Work related causation. The repetitive motion injuries (RMIs) were predominantly caused (i.e. 50% or more) by a repetitive job, process, or operation;
 - (2) Relationship between RMIs at the workplace. The employees incurring the RMIs were performing a job process, or operation of identical work activity. Identical work activity means that the employees were performing the same repetitive motion task, such as but not limited to word processing, assembly, or loading;
 - (3) Medical requirements. The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed; and
 - (4) Time requirements. The RMIs were reported by the employees to the employer in the last 12 months but not before July 3, 1997.

Exemption: Employers with 9 or fewer employees.

- (b) Program designed to minimize RMIs. Every employer subject to this section shall establish and implement a program designed to minimize RMIs. The program shall include a worksite evaluation, control of exposures which have caused RMIs and training of employees.
- (1) Worksite evaluation. Each job, process, or operation of identical work activity covered by this section or a representative number of such jobs, processes, or operations of identical work activities shall be evaluated for exposures which have caused RMIs.
 - (2) Control of exposures which have caused RMIs. Any exposures that caused RMIs shall, in a timely manner, be corrected or if not capable of being corrected have the exposures minimized to the extent feasible. The employer shall consider engineering controls, such as work station redesign, adjustable fixtures or tool redesign, and administrative controls, such as job rotation, work pacing or work breaks.
 - (3) Training. Employees shall be provided training that includes an explanation of:

- (A) The employer's program;
 - (B) The exposures which have been associated with RMIs;
 - (C) The symptoms and consequences of injuries caused by repetitive motion;
 - (D) The importance of reporting symptoms and injuries to the employer; and
 - (E) Methods used by the employer to minimize RMIs.
- (c) Satisfaction of an employer's obligation. Measures implemented by an employer under subsection (b)(1), (b)(2), or (b)(3) shall satisfy the employer's obligations under that respective subsection, unless it is shown that a measure known to but not taken by the employer is substantially certain to cause a greater reduction in such injuries and that this alternative measure would not impose additional unreasonable costs.

Note: Authority cited: Sections 142.3 and 6357, Labor Code.
Reference: Sections 142.3 and 6357, Labor Code.