

HERITAGE PLASTERING, INC.

Cal/OSHA requires that employees have access to the IIPP according to Title 8 CCR 3203(a)(8)

(8) Allow employee access to the Program.

(A) As used in this subsection:

1. The term "access" means the right and opportunity to examine and receive a copy.
2. The term "designated representative" means any individual or organization to whom an employee gives written authorization to exercise a right of access. A recognized or certified collective bargaining agent shall be treated automatically as a designated representative for the purpose of access to the Program.
3. The term "written authorization" means a request provided to the employer containing the following information:
 - a. The name and signature of the employee authorizing a designated representative to access the Program on the employee's behalf;
 - b. The date of the request;
 - c. The name of the designated representative (individual or organization) authorized to receive the Program on the employee's behalf; and
 - d. The date upon which the written authorization will expire (if less than one (1) year).

(B) The employer shall provide access to the Program by doing one of the following:

1. Provide access in a reasonable time, place, and manner, but in no event later than five (5) business days after the request for access is received from an employee or designated representative.
 - a. Whenever an employee or designated representative requests a copy of the Program, the employer shall provide the requester a printed copy of the Program, unless the employee or designated representative agrees to receive an electronic copy of the Program.
 - b. One printed copy of the Program shall be provided free of charge. If the employee or designated representative requests additional copies of the Program within one (1) year of the previous request and the Program has not been updated with new information since the prior copy was provided, the employer may charge reasonable, non-discriminatory reproduction costs (per Section 3204(e)(1)(E)) for the additional copies. or,
2. Provide unobstructed access through a company server or website, which allows an employee to review, print, and email the current version of the Program. Unobstructed access means that the employee, as part of his or her regular work duties, predictably and routinely uses the electronic means to communicate with management or coworkers.

(C) The Program provided to the employee or designated representative need not include any of the records of the steps taken to implement and maintain the written Program.

(D) If an employer has distinctly different and separate operations with distinctly separate and different Programs, the employer may limit access to the Program (or Programs) applicable to the employee requesting it.

(E) The employer shall communicate the right and procedure to access the Program to all employees.

(F) Nothing in this section is intended to preclude employees and collective bargaining agents from collectively bargaining to obtain access to information in addition to that available under this section.

HERITAGE PLASTERING, INC.

Requirements when an employee or their representative requests a copy of the company IIPP – Injury Illness Prevention Program.

Employees have the right to access this and other programs if they choose to review the material HERITAGE PLASTERING, INC. will communicate to all employees the right procedure to access the program.

Access can be provided in one of two ways:

1. A printed copy will be provided within 5 business days of receiving a request from an employee or a designated representative.

- a. A designated representative must have a written authorization from the employee they are representing which contains the name and signature of employee authorizing the designated representative to access the Program on behalf of the employee,
- b. The date of request,
- c. The name of the designated representative (either an individual or organization), and
- d. The date upon which the request expires.

2. An electronic copy of the program may be provided if the employee or designated representative has agreed to receive an electronic copy

- a. HERITAGE PLASTERING, INC. will provide unobstructed access to the program through a company server or website.
- b. The server or website should allow the accessing employee to review, print, and email the current version of the Program.