

Regulatory Update

MODIFIED TEXT OF PROPOSED REGULATIONS OCCUPATIONAL SAFETY AND HEALTH STANDARDS BOARD CALIFORNIA CODE OF REGULATIONS TITLE 8: SECTION 3400 OF THE GENERAL INDUSTRY SAFETY ORDERS MEDICAL SERVICES AND FIRST AID This document uses strikeout and underline to specify text changes. If using assistive technology, please adjust your settings to recognize underline, strikeout and ellipsis. Legend: *Text in single underline is proposed new text. *Text in single strikeout is deleted text. *Text in double underline is modified proposed text. *Text in double strikeout is modified proposed deleted text. ***** means there is existing text in the section that is not being amended nor repealed; therefore, it is not being included.

2. Amend Section 3400.

§3400. Emergency Medical Services and First Aid.

(a) Employers shall ensure the ready availability of medical personnel for advice and consultation on matters of industrial health or injury.

(b) In the absence of an infirmary, clinic, or hospital, in near proximity to the workplace, which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid. Training shall be equal to that of the American Red Cross or the Mine Safety and Health Administration.

(c) Employers shall evaluate the need for first-aid materials and shall ensure that there are ~~There shall be~~ adequate quantities and types of first-aid materials, ~~approved by the consulting physician,~~ readily available for employees at ~~on~~ every worksite ~~job~~. Such materials shall be kept in a sanitary and usable condition. A frequent inspection shall be made of all first-aid materials, which shall be replenished as necessary.

(1) — All employees shall have ready access to a first-aid kit. The employer shall furnish a sufficient number of first-aid kits to meet this requirement. The location of each first-aid kit shall be clearly indicated.

(2) — The minimum types and quantities of materials in first-aid kits shall either comply with the requirements of Table 1 of this section, which conforms with the minimum

requirements for Class A first-aid kits specified within the American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z308.1-2021 American National Standard for Minimum Requirements for Workplace First-Aid Kits and Supplies, or shall be determined by an employer-authorized physician or other licensed health care professional (PLHCP), as defined in section 5144.

(3) — (1) Based upon its size, the location(s) of employees, and the types and severity of occupational hazards in the workplace at the worksite, the employer shall evaluate the need for, and shall provide, additional first-aid kits and additional types and quantities of first-aid equipment and supplies. a sufficient number of first-aid kits. First-aid kits shall be readily available for use by employees.

(2) — The location of each first-aid kit shall be communicated to employees, and to the extent practicable, shall be clearly indicated, using signage, labeling, or other means, to ensure reasonable visibility in the workplace.

(3) The minimum types and quantities of materials in first-aid kits shall either:

(A) — eComply with the requirements of Table 1 of this section, which conforms with the minimum requirements for Class A first-aid kits specified within the American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z308.1- 2021 American National Standard for Minimum Requirements for Workplace First-Aid Kits and Supplies, or;

(B) — sShall be determined by an employer-authorized physician or other licensed health care professional (PLHCP), as defined in section 5144.

Table 1: Minimum Requirements for First-Aid Kits

<u>First-Aid Supplies (Minimum Size or Volume)</u>	<u>Minimum Quantity</u>
<u>Adhesive bandage, 1 x 3 in. (2.5 x 7.5 cm)</u>	<u>16</u>
<u>Adhesive tape, 2.5 yd (2.3 m) total</u>	<u>1</u>
<u>Antibiotic application, 1/57 oz (0.5 g)</u>	<u>10</u>
<u>Antiseptic, 1/57 oz (0.5 g)</u>	<u>10</u>
<u>Breathing barrier*</u>	<u>1</u>
<u>Burn dressing (gel soaked), 4 x 4 in. (10 x 10 cm)</u>	<u>1</u>
<u>Burn treatment, 1/32 oz (0.9 g)</u>	<u>10</u>
<u>Cold pack**, 4 x 5 in. (10 x 12.5 cm)</u>	<u>1</u>
<u>Eye covering w/means of attachment, 2.9 sq. in. (19 sq. cm)</u>	<u>2</u>
<u>Eye/skin wash, 1 fluid oz (29.6 ml) total</u>	<u>1</u>
<u>First-aid guide***</u>	<u>1</u>
<u>Foil blanket, 52 x 84 in. (132 x 213 cm)</u>	<u>1</u>

<u>Hand sanitizer, 1/32 oz (0.9 g)</u>	<u>10</u>
<u>Medical exam gloves</u>	<u>2 pair</u>
<u>Roller bandage, 2 in. x 4 yd (5 cm x 3.66 m)</u>	<u>1</u>
<u>Scissors****</u>	<u>1</u>
<u>Sterile pad, 3 x 3 in. (7.5 x 7.5 cm)</u>	<u>2</u>
<u>Trauma pad, 5 x 9 in. (12.7 x 22.9 cm)</u>	<u>2</u>
<u>Triangular bandage, 40 x 40 x 56 in. (101 x 101 x 142 cm)</u>	<u>1</u>

* In accordance with ANSI/ISEA Z308.1-2021, the breathing barrier shall be a single use, disposable medical device listed with the U.S. Food and Drug Administration (FDA) and have a current 510(k) designation under U.S. Code of Federal Regulations (CFR) Title 21, Part 807 for the purpose of delivering ventilations by a responder to a non-breathing victim (e.g., rescue breaths or CPR ventilations). The device shall provide protection from direct contact with bodily fluids by means of its construction, as approved by the FDA. Each barrier shall be packaged in an easily opened container, clearly labeled with the name of the device, together with comprehensive instructions and/or illustrations for use.

** In accordance with ANSI/ISEA Z308.1-2021, each cold pack shall reach a temperature between 20 and 40°F (-6 and 4°C) within 10 seconds of activation and shall maintain this temperature for a period of at least 10 minutes. Cold packs shall activate under normal hand pressure and shall not leak under normal conditions of use

*** Topics included in the first-aid guide shall consist of those listed in Appendix A of this standard, which complies with Appendix A of ANSI/ISEA Z308.1-2021, or shall be determined by the PLHCP. First-aid guides developed by the employer-authorized PLHCP shall be provided in a language understood by employees. Employers are not required to train employees on the contents of the first-aid guide. First-aid training requirements are described in subsection (b).

**** In accordance with ANSI/ISEA Z308.1-2021, scissors shall be autoclavable, at least 3.5 in. long (8.9 cm), capable of cutting through clothing, feature a blunt end to protect a person from accidental injury, and of medical professional quality.

(4) Where the hazard assessment or the employer-authorized PLHCP identifies any unique, reasonably anticipated, and potentially serious workplace hazards, the employer shall provide additional, specialized first-aid items suitable for those hazards.

NOTE to subsection (c)(3):

(5) Whenever first-aid materials for the treatment of chemical injuries are included in first-aid kits, the requirements of subsection 5194(h)(2)(E) for training on emergency procedures apply.

(f)(1) A communication system for contacting a ~~doctor~~ PLHCP or emergency medical service, such as access to 911 or equivalent telephone system. The communication system or employees using the system shall have the ability to direct emergency services to the location of the injured or ill employee.

NOTE: Authority cited: Section 142.3, Labor Code. Reference: Section 142.3, Labor Code

APPENDIX A — MANDATORY
REQUIRED CONTENTS OF THE FIRST-AID GUIDE (ANSI/ISEA Z308.1-2021)

<u>Emergency steps of assessing the scene and person, calling 9-1-1 or location emergency number</u>
<u>Establishing responsiveness</u>
<u>Establishing and maintaining an open and clear airway</u>
<u>Performing rescue breathing</u>
<u>Treating airway obstruction in a conscious victim</u>
<u>Performing CPR</u>
<u>Using an AED</u>
<u>Recognizing the signs and symptoms of shock and providing first aid for shock from illness or injury</u>
<u>Assessing and treating a victim who has an unexplained change in level of consciousness or sudden illness</u>
<u>Methods of controlling bleeding, including direct pressure and tourniquet</u>
<u>Poisoning</u>
<u>Responding to medical emergencies</u> <u>Chest</u> <u>pain</u> <u>Stroke</u> <u>Breathing problems</u> <u>Anaphylactic shock and allergic reaction</u> <u>Hypoglycemia in diabetics taking insulin</u> <u>Seizures</u> <u>Reduced level of consciousness</u> <u>Impaled object</u>
<u>Wounds</u> <u>Assessment of and first aid for wounds, including abrasions, cuts, lacerations, punctures, avulsions, amputations and crush injuries</u> <u>Principles of wound care, including infection precautions</u> <u>Principles of body substance isolation, universal precautions and use of PPE</u>

Burns

Assessment of the severity of a burn, including extent (size) and depth
Recognizing whether a burn is thermal, electrical or chemical, or
caused by sun exposure and the appropriate first aid

<u>Temperature extremes</u> <u>Exposure to cold, including frostbite and hypothermia</u> <u>Exposure to heat, including heat cramps, heat exhaustion and heat stroke</u>
<u>Musculoskeletal injuries</u> <u>Fractures</u> <u>Sprains, strains, contusions and cramps</u> <u>Head,</u> <u>neck, back and spinal injuries</u>
<u>Eye injuries</u>
<u>Mouth and teeth injuries</u> <u>Oral injuries, lip and tongue injuries, broken and missing teeth</u>
<u>Bites and stings</u> <u>Human and animal bites</u> <u>Bites and stings from insects: instruction in first aid treatment for anaphylaxis</u>

May 1, 2026 Response to Comments

NOTICE OF AVAILABILITY OF MODIFIED TEXT FOR PROPOSED REGULATIONS OF THE OCCUPATIONAL SAFETY AND HEALTH STANDARDS BOARD REGARDING [MEDICAL SERVICES AND FIRST AID](#)

CALIFORNIA CODE OF REGULATIONS

TITLE 8: SECTION 3400 OF THE GENERAL INDUSTRY SAFETY ORDERS

Notice is hereby given, pursuant to Government Code Section 11346.8(c), that the Occupational Safety and Health Standards Board (Standards Board) proposes modifications to specific text of the regulations contained the above-named standards.

A Notice of Proposed Action pertaining to Medical Emergency Services and First Aid was mailed on November 28, 2025. A Public Hearing was held on January 15, 2026, and written comments were received until 5:00PM on January 15, 2026. As a result of public comments received, and additional information and recommendations from the Standards Board staff, the Standards Board is proposing modification to the originally proposed text for title 8, section 3400 of the General Industry Safety Orders.

- (a) - This sentence is amended by using "employers" in lieu of "employer."

Rationale: This change aligns subsection (a) with the use of "employers" in subsection (c). This improves internal consistency within the proposal standard.

- (c)- This subsection is amended as follows: Employers shall evaluate the need for first-aid materials and shall ensure that there are There shall be adequate quantities and types of first-aid materials, approved by the consulting physician, readily available for employees at oo every worksite j@e.

Rationale:

The term "worksite" is used in each of the proposed 15-day changes in this section, rather than "job." Using "worksite" in subsection (c) in lieu of "job" is therefore internally consistent, and it does not affect the meaning of the sentence.

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- (c)(1)- This subsection was redrafted into a new (c)(1) and (c)(2).
 - (c)(2) - This subsection was moved to a new (c)(3).

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- (c)(1) - This subsection is amended as follows: "Based upon its size, the location(s) of employees; and the types and severity of occupational hazards in the workp ace at the worksite, the employer shall evaluate the need for, and ~~shall provide, additional first-aid kits and additional types and quantities of first-aid equipment and supplies.~~ a sufficient number of first-aid kits. First-aid kits shall be readily available for use by employees."

Rationale

This change requires the employer to conduct a hazard assessment, consistent with the Injury and Illness Prevention Program, section 3203, to determine the number of first aid kits necessary to ensure they are readily available for use by employees. The outcome of this assessment will differ when workers are highly decentralized or isolated, versus when they are co-located. This performance-based approach is adaptable to the many thousands of workplaces where this standard will apply.

The term "readily available" is used here in lieu of the previously proposed "ready access" in (c)(1); that is, "all employees shall have ready access to a first-aid kit." The phrase "readily available" is preferable to "ready access" because it is currently defined in section 1504 to mean, "in a location with no obstacles to

prevent immediate acquisition for use." Using an existing definition is preferable to creating a new definition.

- (c)(2) - This subsection is amended as follows: "The location of each first-aid kit shall be communicated to employees, and to the extent practicable, shall be clearly indicated, using signage, labeling, or other means, to ensure reasonable visibility in the workplace."

Rationale

The addition of "communicated to employees" helps ensure that information on the location of first-aid kits is transmitted to employees at a worksite, which will improve how quickly employees are able to access a kit in the event of an emergency. This will also be improved by requiring "reasonable visibility" through "signage, labeling, or other means." The addition of "to the extent practicable" acknowledges that at some worksites, direct visibility of first-aid signage might occasionally be obscured by equipment or materials, which underscores the importance of requiring that the locations of first-aid kits be "communicated to employees."

- (c)(3) -- This sentence is amended by adding the word "either" and reorganizing the paragraph into two items, A and B, in which A refers to Table 1 and B refers to the PLHCP.

Rationale

This change clarifies that employers have two options in determining the contents of their first-aid kits: (A) meeting the requirements of Table 1, or (B) consulting with a PLHCP. The addition of "either" along with the reorganization of the subsection helps clarify that these are two, distinct, stand-alone options.

- Table 1 - The table is amended by adding an asterisk and a footnote to "Breathing barrier" and amending the remaining three asterisks in the Table and footnotes accordingly.

Rationale

This change clarifies that the breathing barrier must meet federal requirements for such devices. This aligns Table 1 with the ANSI/ISEA Z308.1-2021 standard, which uses this same definition. This change ensures that first-aid kits are stocked with fully functional, medical quality breathing barriers.

- Footnote three (***) under Table 1, pertaining to the contents of the first-aid

guide, is amended by adding the following: "...or shall be determined by the PLHCP. First-aid guides developed by the employer-authorized PLHCP shall be provided in a language understood by employees. Employers are not required to train employees on the contents of the first-aid guide. First-aid training requirements are described in subsection (b).

Rationale

These changes allow the contents of the first-aid guide to be determined by either the Appendix A list or by the PLHCP. This is necessary in those cases where the employer has opted to consult with a PLHCP on the contents of their first-aid kit(s). The guide should match the contents of the first-aid kit, including in cases where the PLHCP has determined the content.

The second sentence pertaining to guides developed by the PLHCP is necessary to ensure that employees can read the first-aid guide in a language they understand. To avoid introducing new requirements beyond those of the 2022 ANSI standard, this requirement was not extended to guides provided in first-aid kits that meet the Table 1 requirements.

The third sentence pertaining to training employees clarifies that the inclusion of the first-aid guide in Table 1 does not imply that employers must train their employees in the contents of the guide. The contents of the 2022 ANSI first-aid guide do not match the curriculum of the American Red Cross and American Heart Association first-aid training courses that employers rely on to comply with subsection (b).

The fourth sentence reminds the reader that first-aid training requirements are listed in subsection (b).

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- (c)(4) - The following new sentence is added: Where the hazard assessment or the employer-authorized PLHCP identifies any unique, reasonably anticipated, and potentially serious workplace hazards, the employer shall provide additional, specialized first-aid items suitable for those hazards.

Rationale

This sentence derives from the previous text at (c)(3), which required "Additional first aid kits and additional types and quantities of first-aid equipment and supplies." The new sentence clarifies this sentence by adding the following three criteria that must be met before the employer is required to provide "additional, specialized first-aid items:" (1) the hazard is unique; (2) it is reasonably anticipated; and (3) it is potentially serious. These criteria narrow the set of conditions for which employers must provide "additional specialized first-aid items." This sentence also allows employers to meet this requirement by consulting with their PLHCP. The use of "reasonably anticipated" allows for some flexibility for employers, which is necessary given the wide range of work settings and conditions in which this standard will apply. The addition of this sentence improves the overall effectiveness of the

employer's first-aid program when unique, reasonably anticipated, and potentially serious hazards are present.

- NOTE to previous subsection (c)(2) - The previous NOTE is now subsection (c)(S) and is a requirement of the employer.

Rationale

This change aligns the proposal with requirements of the Office of Administrative Law (OAL), which no longer allows the use of "Notes" in regulatory text. This change retains this important provision related to worker training, while improving clarity and enforceability.

- APPENDIX A- Removed "Mandatory" and "Required" from the titles.

Rationale

This change aligns the Appendix with the changes to the footnote to Table 1 pertaining to the first-aid guide, designated with three****. Because the contents of the guide can be determined by the PLHCP, and are therefore variable, using the terms "mandatory" and "required" creates an internal conflict within the proposal.