

SAFETY COMPLIANCE

CAL/OSHA UPDATES WORKPLACE FIRST-AID KIT REQUIREMENTS



THE CALIFORNIA Occupational Safety and Health Standards Board has approved revisions to its first-aid kit requirements for general industry and construction employers that are expected to take effect Jan. 1, 2027, pending approval by the Office of Administrative Law.

The changes are designed to modernize the rules while requiring employers to consider the size, layout and specific hazards of their workplaces when determining what first-aid supplies they need and where to place them.

For general industry employers, changes to first-aid kit contents are among the most significant. But there are other important changes to be aware of.

No doctor's approval

Under the existing regulation, first-aid materials generally must be approved by a consulting physician. Under the revised rules, employers may instead provide kits that comply with the ANSI/ISEA Z308.1-2021 Class A standard.

Employers without a compliant kit may have their kit contents determined by an employer-authorized licensed physician or other licensed health care professional.

Additional kits

Employers would have to evaluate employee work locations and workplace hazards to determine how many kits they need.

These requirements may be particularly important for large facilities, workplaces with employees spread across multiple locations and construction sites where crews frequently move between areas.

Unlike current requirements, kits would have to be readily available, and employers must tell workers where they are located. Where practicable, kit locations must also be clearly identified.

An ANSI Class A kit provides a baseline, but it may not be enough for every workplace.

Employers must assess their operations for unique, reasonably anticipated and potentially serious hazards that could require specialized first-aid supplies. Depending on the workplace, these could include exposure to chemicals or electricity and risks of burns, heat-related illnesses or serious trauma.

What employers can do now

Employers should review their first-aid programs and consider the following steps:

- Compare existing kits with ANSI/ISEA Z308.1-2021 Class A requirements and update them as needed.
- Evaluate whether you have enough kits and whether employees can reach them quickly.
- Identify kit locations and communicate them to employees.
- Conduct a workplace hazard assessment to identify any need for specialized supplies.
- Establish procedures for routinely inspecting and replenishing kits.
- Update your Injury and Illness Prevention Program and other applicable emergency plans as necessary.

What should be in your first-aid kit?
Get the full list [here](#).

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How to Reduce Your Exposure to Cargo Theft

Fleet operators should use layers of physical and digital security rather than relying on a single control. Consider:

- Independently verifying motor carrier and DOT numbers before releasing freight.
- Requiring driver identification and confirming tractors and trailers at pickup.
- Verifying unexpected changes in pickup or delivery instructions through a separate, trusted communication channel.
- Training drivers, dispatchers and warehouse staff to recognize suspicious e-mails, altered domains and inconsistencies involving drivers or equipment.

- Using GPS tracking and high-security locks on high-value loads.
- Avoiding unsecured parking and minimizing the amount of time trailers sit unattended.
- Ensuring tracking devices and security systems are working before a shipment leaves.

Finally, review your insurance coverage with us. Technology-enabled theft can blur the lines between cargo, crime and cyber exposures, complicating how policy terms apply. Make sure your coverage reflects both the value of the freight you are hauling and the methods criminals now use to steal it.