



The new Cal/OSHA law regarding hotel housekeepers goes into effect July 1, 2018.

The law is designed to protect housekeepers from musculoskeletal injuries. It has been named the Musculoskeletal Injury Prevention Program (MIPP). The MIPP follows the Injury and Illness Prevention Program (IIPP) outline and can be incorporated into your organizations IIPP.

1. Names or job titles of person with authority and responsibility for implementing the MIPP
2. A system for ensuring that supervisors and housekeepers comply with the MIPP
3. A system for communicating with housekeepers on matters relating to safety and health
4. Procedures for identifying and evaluating housekeeping hazards through workplace evaluations
5. Procedures to investigate musculoskeletal injuries to housekeepers
6. Methods or procedures for correcting, in a timely manner, hazards identified in the workplace evaluation or in the investigation of musculoskeletal injuries to housekeepers.
7. Procedures for reviewing, at least annually, the MIPP at each worksite, to determine its effectiveness and make corrections as necessary.

Training is a big part of the IIPP and MIPP

As with the IIPP standards, MIPP training must be provided:

1. To all housekeepers and supervisors when the MIPP is first established
2. To all new housekeepers and supervisors
3. To all housekeepers given new job assignments for which training was not previously provided
4. At least annually thereafter; and
5. When new equipment or work practices are introduced or whenever the employer becomes aware of a new previously unrecognized hazard.

All efforts should be documented.

Keep records of the steps taken to implement and maintain the MIPP in accordance with the IIPP regulation Section 3203(b).

Requirements of the MIPP law include initial and annual worksite evaluations. Make sure housekeepers are involved in this process. Items to address during the workplace evaluation include, but are not limited to:

1. Slips, trips, and falls
2. Prolonged or awkward static postures
3. Extreme reaches and repetitive reaches above shoulder height
4. Lifting or forceful whole body or hand exertions
5. Torso bending, twisting, kneeling, and squatting
6. Pushing and pulling
7. Falling or striking objects
8. Pressure points where a part of the body presses against an object or surface
9. Excessive work-rate
10. Inadequate recovery time between tasks

Extra Items

Cal/OSHA is working on a sample written program.

Reference Documents

1. Fed/OSHA's posters entitled "Housekeepers: Practices to Improve Health & Safety Using Ergonomics" and "Housekeeper Managers: Improving Housekeeping Work Using Ergonomics."
2. Cal/OSHA guide entitled "Working Safer and Easier for Janitors and Housekeepers"
3. You can access these documents at:
www.PacificComp.com > Policyholders > Loss Control Tools > Hotels