

# CALIFORNIA INDUSTRIAL HYGIENE COUNCIL

*Advancing public policy to improve the health and safety  
of workers and the community.*

November XXX, 2006

Proposed recipients:

Len Welsh, Division of Occupational Health  
John Rea, Department of Industrial Relations  
Victoria Bradshaw, Labor and Workforce Development Agency  
Arnold Schwarzenegger, Governor

**Subject: The Future of Industrial Hygienists at the Department of Industrial Relations (Cal/OSHA)**

Dear Mr/Ms/Governor:

It has come to the attention of the California Industrial Hygiene Council that there is a growing pay disparity between state-employed Safety Engineers and state-employed Industrial Hygienists, especially apparent within Cal/OSHA. We understand that the reasons behind this disparity arise, at least in part, from the system of collective bargaining within the California State government. It is important, however, that you consider the impact of this disparity on the occupational health and safety of the working people of California.

The role of the Industrial Hygienist is crucial to enforcing regulations mandated by the state and federal government:

- The Industrial Hygienist's training is unique in its focus on unseen hazards: noise, radiation, heat, and chemical exposures. These are typically referred to as "health hazards"
- Health hazards are typically not as readily apparent to someone who's training and education has focused on conventional safety.
- Certified Industrial Hygienists are recognized in the State Business and Professions Code (Sections 20700-20705). A similarly Certified Safety Professional is not. This is indicative of the importance of the Industrial Hygienist's specialized training and knowledge.

In order to ensure the health of our workforce, we must maintain this valuable resource within the Cal/OSHA team. To erode this function at Cal/OSHA is a disservice to the people that the State of California has been charged to protect.

The Industrial Hygienists at the Department of Industrial Relations (Cal/OSHA) are transferring to Safety positions with the State, or leaving State service altogether, in order to maintain a reasonable level of compensation. According to a recent survey by the State's own Department of Personnel Administration, compensation for Industrial Hygienists employed in California State government is on average about 20% lower than

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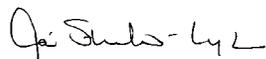
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that for comparable positions in other government entities in California. The growing pay disparity is especially disturbing at the Senior level where Industrial Hygienists must be certified by the American Board of Industrial Hygiene or registered with the State as a Professional Engineer, while there is no comparable requirement for Senior Safety Engineers.

In order to continue staffing Industrial Hygiene positions with qualified personnel, the State of California must address this disparity in pay. Please give this issue the attention it deserves. The workforce in California is depending on you.

The California Industrial Hygiene Council was founded in 1990 to establish a common voice for the local sections of the American Industrial Hygiene Association (AIHA) within California. The local sections represent Northern California, Orange County, Sacramento, San Diego, and Southern California. We are a non profit organization that focuses on issues leading to the improvement of Occupational Safety and Health in California. For more information on our organization please visit [www.cihconline.com](http://www.cihconline.com).

Sincerely,



Jaime Steedman-Lyde  
President

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Sincerely,

A handwritten signature in black ink that reads "Jaime Steedman-Lyde". The signature is written in a cursive, flowing style.

Jaime Steedman-Lyde, CIH  
President  
California Industrial Hygiene Council