
California's Regulation on Repetitive Motion Injuries

Employers must take action to prevent repetitive motion injuries, according to a unique California regulation¹

But, the regulation is only triggered if:

- Two workers have reported repetitive motion injuries within a 12-month period,

AND

- These injuries must come from identical work and are diagnosed by a physician.

THEN the employer must establish a program to minimize repetitive motion injuries by:

1. Evaluating work activities that are stressful to the body.
2. Implementing controls such as redesigning the workstation, adjusting tools, rotating jobs, slowing down the pace of work.
3. Training workers on the symptoms and causes of repetitive motion injuries, the importance of early reporting and diagnosis, and the methods used to control or reduce the problem.

It is very important that workers report injuries and be evaluated by reputable physicians for proper diagnosis

* Remember, these injuries are often referred to with other terms such as cumulative trauma disorders (CTDs), repetitive strain injuries (RSIs) and musculoskeletal disorders (MSDs).

¹ The regulation can be found in Title 8, California Code of Regulations, General Industry Safety Orders §5110. The regulation is enforced by Cal/OSHA listed in the telephone directory as the California Division of Occupational Safety and Health, with offices in most local areas.