

REFERENCE GUIDE TO COMMON CALOSHA/CALEPA REGULATIONS

NOTE: This Reference Guide addresses the more common CalOSHA/CalEPA Regulations but is not all-inclusive

Regulation	Steps to Compliance	Training Requirements	Frequency
Aboveground Storage Tanks 26CCR Section 477	<ul style="list-style-type: none"> ✓ Register AST ✓ Monitor tanks ✓ Permit Required 	Monitoring techniques	Upon initial assignment
Accident Investigation 8CCR Section 3203(a)(5)	Procedure required as part of IIPP	Part of IIPP training requirements	See IIPP training frequency
Accident Prevention Signs and Tags 8CCR Section 3341(d)(5)	Use the correct color and type of tag to identify hazardous conditions	Employees must be informed of the meaning of the tags used in the workplace & any special precautions	Not CalOSHA Specified. Recommended to be part of New Employee Orientation.
Acetylene/Fuel Gas Safety 8CCR Section 1740(k)(1)		The employer shall instruct employees in the safe use of fuel gas	Not CalOSHA Specified. Recommended to provide prior to an employee performing the task.
Aerial Lift Devices 8CCR Section 3648(l)(7)		<ul style="list-style-type: none"> ✓ Only authorized persons may operate aerial devices. ✓ Both the driver & the elevated employee must be specifically trained for the type of work in accordance with the manufacturer's recommendation 	Upon initial assignment
Asbestos 8CCR Section 5208(j)(7)	<ul style="list-style-type: none"> ✓ Needs assessment ✓ Warning Signs ✓ Medical Surveillance ✓ Written plan ✓ Employee training 	The employer shall institute a training program for all employees who are exposed to airborne concentrations of asbestos at or above the PEL and/or excursion limit and ensure their participation in the program.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher required
Automatic Fire Extinguishing Systems 19CCR Section 904.1 & 905(a)	<ul style="list-style-type: none"> ✓ Maintenance activities & schedules ✓ Servicing activities & schedules ✓ Licensing requirements ✓ Labeling requirements 	<ul style="list-style-type: none"> ✓ License required to service automatic fire extinguishing systems ✓ A license is not required to perform maintenance inspections. Maintenance may be conducted by any person designated by the building owner or occupant. 	Upon initial assignment
Back Safety/ Repetitive Motion Injuries (RMIs) 8CCR Section 5110	<p>Applies to a job, process, or operation where a repetitive motion injury has occurred to more than 1 employee under certain conditions. Requires a program that includes:</p> <ul style="list-style-type: none"> ✓ Worksite evaluations ✓ Exposure controls ✓ Training 	<p>If a program is required, employee must be trained on:</p> <ul style="list-style-type: none"> ✓ The employer's program ✓ Exposures associated with workplace RMIs ✓ Symptoms & consequences of RMI injuries ✓ Importance of reporting symptoms and injuries ✓ Methods used to minimize RMIs 	Initial and/or when an RMI prevention program is implemented.

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Batteries - Replacing & Charging 8CCR Section 5185(a)	Employee procedures for changing, charging, handling and storing batteries.	Employees assigned to work with storage batteries must be instructed in emergency procedures (i.e. dealing with acid spills)	Upon initial assignment
Bloodborne Pathogens 8CCR Section 5193(g)(2)	<ul style="list-style-type: none"> ✓ Written Exposure Control Plan ✓ Methods to prevent contact with blood or OPIM ✓ Vaccinations & Post-exposure follow-up ✓ Communication & training 	Employers shall ensure that all employees with occupational exposure to Bloodborne Pathogens participate in a training program, which must be provided at no cost to the employee and during work hours.	<ul style="list-style-type: none"> ✓ Exposed employees – Upon initial assignment ✓ Annual refresher required (Note: Refresher may be part of an approved CPR/First Aid course if covered in course)
Boating/Water Safety		The Dept. of Boating & Waterways recommends a boating safety class through the US Coast Guard Auxiliary, US Power Squadrons, or American Red Cross.	Recommended - upon initial assignment
Carcinogens CA Prop 65 29 CFR 1900 Individual Regulations on specific substances	<ul style="list-style-type: none"> ✓ Needs assessment ✓ Controlled access ✓ Medical surveillance ✓ Employee training ✓ Permit required 	Each employee prior to being authorized to enter a regulated area shall receive a training & indoctrination program.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher required
Chain Saw Safety 8CCR Section 6283	Proper use of chain saws. Exception: Requirement for leg protection waived if employees use a chain saw incidental to their normal assigned tasks.	Employer must instruct and enforce safe practices including a set of rules listed in 6283(m)	Upon initial assignment
Chemical Hygiene Plan (Laboratory Safety) 8CCR Section 5191(f)	<p>Applies to laboratory use (non-production).</p> <ul style="list-style-type: none"> ✓ Ensure employees are not exposed to exposure limits ✓ Written Chemical Hygiene Plan ✓ Employee training ✓ Medical consultations & exams for affected employees ✓ MSDS and other forms of hazard identification 	The employer shall provide employees with information & training to ensure that they are aware of the hazards of chemicals present in their laboratory work area(s).	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Prior to assignment involving new exposure situations ✓ Refresher information & training determined by the employer
Compressed & Liquefied Natural Gas System - Installation of Fuel Tanks or Cylinders for Motor Vehicles & Industrial Trucks 8CCR Section 544(o)	<ul style="list-style-type: none"> ✓ Installation ✓ tank location ✓ Safety devices ✓ Training ✓ Fueling ✓ Ventilation 	The employer is responsible for ensuring that each driver shall be trained in the safe use of this fuel system and be provided with a set of operating instructions.	Upon initial assignment

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Confined Space 8CCR Section 5157	<ul style="list-style-type: none"> ✓ Written Plan ✓ Identification of spaces ✓ Alternate procedures, re-evaluation, & re-classification (c)(5-7) ✓ Contractor provisions (c)(8) ✓ Permit-required confined space requirements (d-f) ✓ Rescue Plan (k) ✓ Annual review using the canceled permits (d)(14) 	Entrants, Attendants and Entry Supervisors must be trained on their respective duties, and be knowledgeable and skilled to safely perform those duties.	<ul style="list-style-type: none"> ✓ Upon initial assignment or new re-assignment ✓ When changes are made to permit space operations ✓ Annual rescue <u>practice</u> required.
Cranes & Hoisting Equipment 8CCR Section 5006		✓ Employees must be trained and authorized in the safe operation of cranes & hoists	Initial
Mobile Crane & Tower Cranes 8CCR Section 5006.1	Applies to mobile cranes that have a boom length of 25 feet or more, or a rated load capacity of 15,000 pounds or more.	Requires a valid certificate of competency from a CalOSHA approved Accredited Certifying Entity	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ 5-year re-certification
DOT Drug & Alcohol Drivers 49CFR382.601 Supervisors 49CFR382.603	Too numerous to mention – see http://www.access.gpo.gov/nara/cfr/waisidx_00/49cfr382_00.html	Too numerous to mention – see http://www.access.gpo.gov/nara/cfr/waisidx_00/49cfr382_00.html	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Retraining as needed or when changes made to program
Electrical Safety 8CCR Section 2320.2(a)(2) – Low voltage 8CCR Section 2940 – High voltage		<ul style="list-style-type: none"> ✓ Low voltage: Employees shall receive instructions on the work techniques & hazards ✓ High voltage: Employees must be instructed to inspect each safety device, tool or piece of equipment each time it is used. Only qualified electrical workers may work on energized conductors or equipment connected to high-voltage systems. 	Upon initial assignment
Elevating Work Platforms 8CCR Section 3646(c)		Units may only be assembled and used by personnel who have been trained in their use.	Upon initial assignment
Emergency Action Plan 8CCR Section 3220(e)(1)	<ul style="list-style-type: none"> ✓ Written Plan (unless <10 employees) ✓ Employee training ✓ Employee alarm systems 	Must designate and train employees to assist in a safe & orderly evacuation & on their respective duties.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ When changes made to program, plan, equipment ✓ Practice drills recommended

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Ergonomics 8CCR Section 5110	If an RMI injury was predominantly caused by repetitive motion activities to 2 or more people performing identical work activities the following is required: <ul style="list-style-type: none"> ✓ Written Plan (conditional) ✓ Work site evaluations ✓ Administrative controls ✓ Engineering training ✓ Employee training 	The employer shall provide a general training program that includes: <ul style="list-style-type: none"> ✓ The employer's program ✓ Exposures to RMI injuries ✓ Importance of reporting RMI symptoms and injuries ✓ Methods used by the employer to minimize RMIs. 	Initial - to affected and/or exposed employees
Excavation/Trenching/Shoring 8CCR Section 1540, 1541	1. Inspections by a competent person 2. Means to protect employees from: <ul style="list-style-type: none"> ✓ Surface encumbrances ✓ Underground utilities ✓ Access & egress limitations ✓ Vehicular traffic ✓ Falling loads ✓ Mobile equipment ✓ Hazardous atmospheres ✓ Water accumulation ✓ Adjacent structures ✓ Loose rock or soil ✓ Fall hazards 	General training requirements found in CCR T8 Sections 1510 and 3203 (Safety Instructions for Employees & Injury Illness Prevention Program)	Upon Initial Assignment
Fall Protection 8CCR Section 1670, 3209, 3210		General training requirements found in CCR T8 Sections 1510 and 3203 (Safety Instructions for Employees & Injury Illness Prevention Program)	Upon Initial Assignment
Fire Detection Systems 8CCR Section 6183(c)(4)		Employees servicing, maintaining, and testing must be trained in the operations and functions of the system	Upon Initial Assignment
Fire Extinguishers (Portable) 8CCR Section 6151	<ul style="list-style-type: none"> ✓ Provide extinguishers ✓ Employee training 	Where the employer has provided portable fire extinguishers for employee use in the workplace, the employer shall also provide an education program to familiarize employees with the general principals of fire extinguisher use & the hazards involved with fire fighting.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher
Fixed Extinguisher Systems 8CCR Section 6175(b)(10)	<ul style="list-style-type: none"> ✓ Alarms ✓ Annual inspections ✓ Semi-annual checks ✓ Employee training 	The employer shall train employees designated to inspect, maintain, operate, or repair fixed extinguishing systems	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual Refresher
Fire Prevention Plan 8CCR Section 3221(d)	<ul style="list-style-type: none"> ✓ Written plan ✓ Employee training 	Apprise employees of the fire hazards of the materials & processes to which they are exposed & review parts of the Fire Prevention Plan in which the employees must know in the event of the emergency.	Upon initial assignment to specific job to which the plan or parts of the plan apply

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First Aid/CPR 8CCR Section 3400(b), 3439(b), 1512(b)	<ul style="list-style-type: none"> ✓ Adequate first aid materials ✓ Training 	If medical clinic is not in near proximity, a person(s) trained in first aid equal to American Red Cross must be readily available. For remote locations, must have one person trained for every 20 employees.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Re-certification per program requirements.
First Aid/CPR for Confined Space work 8CCR Section 5157(k)(D)	<ul style="list-style-type: none"> ✓ Adequate first aid materials ✓ Training 	Each member of a confined space rescue service must be trained in basic first aid & CPR. At least one member shall hold a current certification.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Re-certification per program requirements
Flaggers (Traffic Control) 8CCR Section 1599(f)	<ul style="list-style-type: none"> ✓ Location ✓ Warning Signs ✓ Protective clothing ✓ Training 	Flaggers must be trained in proper fundamentals of flagging moving traffic in accordance with the DOT "Manual of Traffic Controls for Construction & Maintenance Work Zones - 1996"	Upon Initial Assignment
Forklift Operations 8CCR Section 3664(b), 3668	<ul style="list-style-type: none"> ✓ Operating Rules ✓ Employee training & certification 	The employer shall train and authorize employees to safely operate powered industrial vehicles. Training shall consist of formal instruction, practical training and on-going evaluations.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Refresher – conditional. See 3668(d)(2) ✓ Evaluations every 3 years
Forklifts used to lift employees 8CCR Section 3657(i)		Employees shall be instructed in operating rules outlined in this section	Upon Initial Assignment
Hazard Communication 8CCR Section 5194(h)	<ul style="list-style-type: none"> ✓ Hazard assessment ✓ Written plan ✓ Labeling ✓ MSDS maintenance ✓ Employee training 	Employers are required to provide information & training on hazardous substances in the employee's work area.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Whenever a new hazard is introduced into their work area
Hazardous Waste Management 22CCR Section 66001 and 66265.16	Manage hazardous waste generation, transportation, storage, treatment and disposal "Cradle to grave" manifest tracking system Employee training	<ul style="list-style-type: none"> ✓ Hazardous waste handling procedures ✓ Labeling requirements ✓ Spill procedures 	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher
Hazardous Waste Operations - <i>Emergency Response Operations</i> (HAZWOPER) 8CCR Section 5192(q)(6)	Emergency Response Operations for releases at a site that is <u>not</u> a Treatment, Storage, Disposal Site (TSDS)	Training content based on the duties and functions performed by each responder.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Annual Refresher, <u>or</u> demonstration of competency
Hearing Conservation 8CCR Section n 5097 - 5099	<ul style="list-style-type: none"> ✓ Noise level assessments ✓ Annual audiometric tests ✓ Provide hearing protectors ✓ Provide employee training ✓ Noise exposure & Audiogram recordkeeping 	<ul style="list-style-type: none"> ✓ Employer shall institute a training program for all employees who are exposed to noise at or above an 8 hour TWA of 85 dBA. ✓ Ensure each employee is informed of the affects of noise on hearing, purposed of hearing protectors & purpose of audiometric testing. Provide access to information & training materials. 	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher

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Hotwork 8CCR Sections 5189(k), 6777	<ul style="list-style-type: none"> ✓ Hot work procedures ✓ Hot work permits 		Recommended - upon initial assignment
Injury & Illness Prevention Program 8CCR Section 3203	<ul style="list-style-type: none"> ✓ Written plan ✓ Responsible personnel ✓ Employee compliance ✓ Communication ✓ Hazard Identification & Correction ✓ Safety Inspections ✓ Accident investigation ✓ Employee training ✓ Recordkeeping 	All employers must provide a training and information program for employees. Employers with 10 or more employees must comply with <i>documentation provisions</i> .	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Upon new job assignment for which training has not been given. ✓ When new substances, processes, or equipment is introduced ✓ If new and previously unrecognized hazards are introduced into work area ✓ Requires Supervisors to be familiar with job hazards
Ladder Safety 8CCR Section 3276-3280		Not Specified. General training requirement of IIPP	
Lawn Mower Safety 8CCR Section 3563		Not Specified. General training requirement of IIPP	
Lead Exposures 8CCR Section 5198(l)(1)	<ul style="list-style-type: none"> ✓ Exposure monitoring ✓ Methods of Compliance ✓ Respiratory Protection ✓ PPE & Housekeeping ✓ Medical surveillance & Hygiene Practices ✓ Employee training 	If there is a potential exposure to airborne lead at any level, employers must inform employees of the contents of a Substance Data Sheets for lead, on the requirements of 5198, and on effects of lead to skin and eyes.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment (for affected employees) ✓ Annual Refresher
Liquid Oxygen & Ozone Safety 8CCR Section 5500-5509		Not Specified. General training requirement of IIPP	
Lockout/Tagout 8CCR Section 3314(j)	<ul style="list-style-type: none"> ✓ Isolation & de-energizing procedures when cleaning, servicing, adjusting, or repairing prime movers, machinery & equipment. ✓ Separate procedural steps for the safe lockout/tagout of each machine ✓ Periodic inspections ✓ Host employer requirements ✓ Employee training 	<u>Authorized employees</u> must be trained on hazardous energy control procedures and related hazards. <u>Affected employees</u> must be trained in the purpose & use of the energy control procedure. <u>All other employees</u> who may be exposed must be instructed to not attempt to re-energize equipment which are locked or tagged out.	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual inspection of the energy control procedures
Medical Records, Access to 8CCR Section 3204(g)	<ul style="list-style-type: none"> ✓ Exposure & medical record retention & preservation requirements ✓ Employee access to records ✓ Employee Information 	Employer must train employees on the location of exposure & medical records, the person responsible for maintaining & providing access to records and employee's right to access these records.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Annual Refresher
Office Safety		Not Specified. General training requirement of IIPP	Upon Initial Assignment

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Open Surface Tank Operations		Employers must provide employees instructions on the hazards and safeguards when working in manner that they may be splashed with hazardous liquids from an open tank	Upon Initial Assignment
Personal Protective Equipment 8CCR Section 3380(c)	<ul style="list-style-type: none"> ✓ Needs assessment ✓ Employee training 	Each employee who uses personal protective devices shall be instructed on the use of each device in accordance with manufacturer's instructions.	When Issued
Pesticide Handling 3CCR Section 2452.1-2490.2	<ul style="list-style-type: none"> ✓ Maintain MSDS ✓ Record use ✓ Provide PPE ✓ Medical surveillance ✓ Employee training ✓ Recordkeeping 	<ul style="list-style-type: none"> ✓ Employee rights ✓ Series "A" pamphlets ✓ Date handling procedures ✓ PPE use and selection ✓ How to read MSDS and labels 	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher
Powder-Activated Tools 8CCR Section 3559 & 1685		The employer shall ensure that only qualified persons who carry valid operator's cards for the tools used be permitted to operate powder-actuate tools. Operator cards must be issued by qualified instructors who carry a valid, authorized instructor(s) card.	Upon Initial Assignment
Power Presses 8CCR Section 4203(a)&(b) 8CCR Section 4208.1(m)	<ul style="list-style-type: none"> ✓ Periodic & regular inspections ✓ Functional performance checks ✓ Safety System Certifications 	<ul style="list-style-type: none"> ✓ Training on safe work methods for employees who <u>operate</u> power operated presses. ✓ Competence checks for personnel <u>inspecting</u> & <u>maintaining</u> power operated presses 	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Annual Refresher
Process Safety Management 8CCR Section 5189 (g)	<p>Written PSM to include:</p> <ul style="list-style-type: none"> ✓ Process safety information ✓ Process Hazard Analysis ✓ Operating Procedures ✓ Contractor safety ✓ Pre-start up safety reviews ✓ Written mechanical Integrity procedures ✓ Hot work program ✓ Management of Change ✓ Incident Investigation ✓ Emergency Planning ✓ IIPP ✓ Employee Participation 	Employees operating or maintaining a covered process shall be trained in an overview of the process & in operating procedures.	<ul style="list-style-type: none"> ✓ Upon Initial Assignment ✓ Refresher & supplemental training every 3 years. ✓ Certification: Documentation to identify employees that are trained, the date, and employee signatures. ✓ Competency checks required.

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Respiratory Protection Program 8CCR Section 5144(k)	Written plan to include: <ul style="list-style-type: none"> ✓ Respirator selection ✓ Medical evaluations ✓ Fit testing procedures ✓ Proper use ✓ Inspection & Maintenance procedures ✓ Air quality procedures ✓ Training ✓ Program evaluation procedures 	<ul style="list-style-type: none"> ✓ Comprehensive training required for employees who are required to wear respirators. ✓ Awareness training (Review of 5144 Appendix D) for employees who wear respirators voluntarily ✓ No training for <u>voluntary use</u> of filtering facepiece respirators (<u>dust masks</u>). 	Training: <ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual Fit tests – Annual <ul style="list-style-type: none"> ✓ Qualitative, <i>or</i> ✓ Quantitative Fit Checks <ul style="list-style-type: none"> ✓ Pre-use
Safe Drinking Water & Toxic Enforcement Act, The Proposition 65	<ul style="list-style-type: none"> ✓ Determine employee exposure ✓ Risk assessment ✓ Appropriate warnings ✓ Handling practices 	Provide employee training regarding the background of the act., compliance issues, identification of Prop 65 materials, & their safe handling.	Upon initial assignment
SARA III CFR40 Part 255 Health & Safety Code 25503.5(a)	<ul style="list-style-type: none"> ✓ Inventory hazardous materials ✓ Develop & Submit hazardous Materials Business plan ✓ Annually update disclosure of hazardous materials ✓ Employee training 	<ul style="list-style-type: none"> ✓ Covers all persons working at hazardous waste operation sites or persons involved in emergency responses for releases of hazardous substances without regard to location. ✓ Training shall be provided to all appropriate persons as specified in Section 5192 © (1) (A). ✓ Initiate an emergency response when they witness or discover a hazardous substance release - Awareness Level. ✓ Respond in a defensive fashion without actually trying to stop the release. ✓ Contain the release from a safe distance, keeping it from spreading and preventing exposures. 	<ul style="list-style-type: none"> ✓ Upon initial assignment ✓ Annual refresher
Scaffolds 8CCR Section 1637-1665	The erection and dismantling of scaffolds must be performed under the supervision of a qualified person	Qualified person: <ul style="list-style-type: none"> ✓ A person who by reasoning of training, experience or instruction has demonstrated the ability to safely perform the assigned duties, and when required, is properly licensed. ✓ A person possessing a certification of competence in scaffold erection, dismantling & use by a trade association, State-approved apprenticeship or training program, or similar. 	Initial

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Standardized Emergency Management System (SEMS) 19CCR Section 2428, 2446	Emergency Response Agencies must use the SEMS when responding to, managing, and coordinating multiple agency incidents.	<ul style="list-style-type: none"> ✓ The level of training determined by employees potential assignment ✓ Employees must demonstrate minimum SEMS performance objectives. ✓ SEMS minimum performance objectives must be met through completion of materials from an Approved Course of Instruction, or equivalent, or through exercises. ✓ Training must be documented 	Initial
Traffic Control 8CCR Section 1598	Set up Traffic Control Work Zone (TCWZ) per "Manual of Traffic Controls for Construction and Maintenance Work Zones – 1996"	Not Specified – general training requirement of IIPP	Initial
Underground Storage Tanks (UST) 23CCR Section 2610	<ul style="list-style-type: none"> ✓ Register UST ✓ Secondary containment ✓ Monitoring ✓ Permit required 	<ul style="list-style-type: none"> ✓ All Underground Storage Tank facilities must have a Designated UST Operator. ✓ Designated UST Operators must possess a current "California UST Operator" certificate issued by the ICC. ✓ The Designated UST Operator must provide basic on-the-job training for employees 	<ul style="list-style-type: none"> ✓ Designated UST Operator :Upon initial assignment ✓ UST Facility Employees: Annual refresher required
Unfired and Fire Pressure Vessel Safety 8CCR Section 782	<ul style="list-style-type: none"> ✓ Installation ✓ Inspection ✓ Safety Operations ✓ Repairs 	<ul style="list-style-type: none"> ✓ The competent attendant must be properly instructed in boiler safe operations ✓ Welded repairs may only be performed by operators who have been qualified ✓ Employees who are designated to light and relight fixed fired equipment shall be trained in the safe lighting and relighting. 	Upon initial assignment
Welding/Cutting/Brazing 8CCR Section 4799		Employees in charge of oxygen or fuel-gas supply equipment shall be instructed before being assigned.	Initial
Wheels and Rims: Tire Inflation/Serviceing 8CCR Section 3325(c), 3326(c) Serviceing Single, Split & Multi Piece 8CCR Section 3326(c)		<ul style="list-style-type: none"> ✓ Employees shall be provided with instructions to ensure correct tire to rim size match prior to inflating the tire. ✓ Employer shall establish a training program for employees who service single, split and multi-piece rims or wheels. 	Initial Initial