

ATTENTION CALIFORNIA CHURCHES

California passed Senate Bill 553 (2023) which requires most all employers in the state, with no religious or church exemptions, to have a workplace violence plan and training in place by July 1, 2024.

Because churches are “accessible to the public” it is highly unlikely that a church could legally assert any exemption to this law.

California OSHA has provided a couple of resources that can help you create a compliant plan by providing a fact sheet and a model policy template that you can use to quickly create a plan and provide training.

Here are the links to the Cal OSHA documents:

- [Model-WPV-Plan-General-Industry.docx \(live.com\)](#)
- [WPV-General-Industry-for-employers-fs.pdf \(ca.gov\)](#)



Ministry Pacific, an insurance broker company, has a helpful, 34-minute video that gives an excellent overview of this new law and its requirements related to churches (www.ministrypacific.com/sb553).

The entirety of SB553 runs 27 pages, but the most salient parts are on pages. The text of the law can be accessed at [Bill Text - SB-553 Occupational safety: workplace violence: restraining orders and workplace violence prevention plan. \(ca.gov\)](#).

For more information, feel free to contact Bob Osborne, EFCA West’s director of church health, at bob.osborne@efca.org. Please note that EFCA West does not provide legal counsel as we are not attorneys. If you desire legal counsel, contact a qualified attorney or your insurance provider.