

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Fremont District Office
39141 Civic Center Drive, Suite 310
Fremont, CA 94538
Phone: (510) 794-2521 Fax: (510) 794-3889

Inspection #: 1492738
Inspection Dates: 09/15/2020 - 03/12/2021
Issuance Date: 03/12/2021
CSHO ID: P7849
Optional Report #: 013-21



Citation and Notification of Penalty

Company Name: Dan Marcus
Establishment DBA: Litefoot Cabinetry
and its successors
Inspection Site: 357 Locust St.
Watsonville, CA 95076

Citation 1 Item 1 Type of Violation: **Regulatory**

T8 CCR §342(a). Reporting Work-Connected Fatalities and Serious Injuries.

(a) Every employer shall report immediately to the Division of Occupational Safety and Health any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment. The report shall be made by the telephone or through a specified online mechanism established by the Division for this purpose. Until the division has made such a mechanism available, the report may be made by telephone or email.

Immediately means as soon as practically possible but not longer than 8 hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 24 hours after the incident.

The employer failed to immediately report by telephone, online mechanism, or email to the Division the serious COVID-19 illness resulting in hospitalization of an employee for about 6 days starting on or about September 16, 2020.

Date By Which Violation Must be Abated:	Corrected During Inspection
Proposed Penalty:	\$5000.00

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Citation 2 Item 1 Type of Violation: **Serious**

T8 CCR §3203(a). Injury and Illness Prevention Program.

(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:

(4) Include procedures for identifying and evaluating work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards:

(6) Include methods and/or procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard:

Prior to and during the course of the investigation, including but not limited to, on September 15, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) related to COVID-19 in the following instances:

Prior to and during the course of the investigation, including but not limited to, on September 15, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) related to COVID-19 in the following instances:

Instance 1

The employer failed to effectively identify or evaluate workplace hazards relating to COVID-19 including, but not limited to, the following hazards:

a) the lack of physical distancing amongst the employees while riding in a shared vehicle traveling to job sites.

b) the lack of temperature and/or symptom screening of employees prior to them beginning their work shift. [3203(a)(4)]

Instance 2

The employer failed to effectively implement methods or procedures to correct unhealthy conditions or work practices relating to covid-19 in a timely manner, including, but not limited to:

a) the lack of physical distancing, and /or implementing other effective methods or practices to separate and/or prevent the transmission of the virus amongst the employees while riding in a shared vehicle traveling to job sites;

b) the lack of temperature and/or symptom screening of employees prior to them beginning their work shift. [3203(a)(6)]

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$3150.00

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Citation 3 Item 1 Type of Violation: **Serious**

T8 CCR §3203(a)(7). Injury and Illness Prevention Program.

**(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:
(7) Provide training and instruction:**

(A) When the program is first established;

(B) To all new employees;

(C) To all employees given new job assignments for which training has not previously been received;

(D) Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;

(E) Whenever the employer is made aware of a new or previously unrecognized hazard; and,

(F) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

Prior to and during the course of this investigation, including but not limited to, on September 15, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program in that the employer failed to provide effective training and instruction readily understandable to all its employees regarding the new occupational hazards of COVID-19, including but not limited to, training on how the virus is spread and measures to avoid infection, the signs and symptoms of infection, and the employer's procedure to control transmission in the workplace.

Date By Which Violation Must be Abated: **Corrected During Inspection**
Proposed Penalty: **\$3150.00**

Kelly Tatum
Compliance Officer / District Manager