

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Van Nuys District Office  
6150 Van Nuys Blvd, Suite 405  
Van Nuys, CA 91401  
Phone: (818) 901-5403 Fax: (818) 901-5578

**Inspection #:** 1489305  
**Inspection Dates:** 08/21/2020 - 02/19/2021  
**Issuance Date:** 02/19/2021  
**CSHO ID:** D8181  
**Optional Report #:** 003-21



**Citation and Notification of Penalty**

**Company Name:** Calavo Growers, Inc.  
**Establishment DBA:** and its successors  
**Inspection Site:** 15765 W. Telegraph Rd.  
Santa Paula, CA 93060

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

342(a): Reporting Work-Connected Fatalities and Serious Injuries. (a) Every employer shall report immediately by telephone or telegraph to the nearest District Office of 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. 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.

**Employer failed to immediately report to the Division a serious illness COVID-19 of an employee who was hospitalized.**

**Date By Which Violation Must be Abated:** March 23, 2021  
**Proposed Penalty:** \$5000.00

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

14300.31 (a): Covered Employees. (a) Basic requirement. You must record on the Cal/OSHA Form 300 the recordable injuries and illnesses of all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. You also must record the recordable injuries and illnesses that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. If your establishment is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes.

**Employer failed to record in their Cal/OSHA log 300 a temporary employee (United Staffing Associates) with COVID-19 that they supervised.**

**Date By Which Violation Must be Abated:** March 23, 2021  
**Proposed Penalty:** \$425.00

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

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 the investigation on 8-21-2020, employer failed to train employees in accordance with (a) (7) by not providing the following training:**

- 1. How the virus is spread;**
- 2. Measures to avoid infection;**
- 3. Signs and symptoms of infection; and**
- 4. How to safely use cleaners and disinfectants.**

**Date By Which Violation Must be Abated:**

**March 23, 2021**

**Proposed Penalty:**

**\$425.00**

Michael Mendoza      Zulfiqar Merchant  
Compliance Officer / District Manager