

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Long Beach District Office
1500 Hughes Way, Suite C201
Long Beach, CA 90810
Phone: (424) 450-2630 Fax: (424) 450-2675

Inspection #: 1498142
Inspection Dates: 10/12/2020 – 02/25/2021
Issuance Date: 05/13/2021
CSHO ID: T9328
Optional Report #: 011-21



Citation and Notification of Penalty

Company Name: Employbridge Holding Company
Establishment DBA: Select Staffing
and its successors
Inspection Site: 2905 E. 50th St.
Vernon, CA 90058

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

T8CCR 342. 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.

Serious injury or illness is defined in section 330(h), Title 8, California Administrative Code.

The employer failed to immediately report to the Division of Occupational Safety and Health the serious illness suffered by an employee who was hospitalized from COVID-19 and subsequently passed away due to the illness on or about May 23, 2020.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$5000.00

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

T8CCR 3203. 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:

A) When the Program is first established;

(B) Whenever new substances, processes, procedures, or equipment are introduced to the work-place that represent a new occupational safety and health hazard; and

(C) Whenever the employer is made aware of a new or previously unrecognized hazard.

(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:

(A) When observed or discovered; and,

(B) When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, remove all exposed personnel from the area except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided the necessary safeguards.

Prior to and during the course of the investigation, including but not limited to October 12, 2020, Employbridge Holding Company DBA Select Staffing, a provider of temporary employees, failed to establish, implement and maintain an effective Injury and Illness Prevention Program for its

employees assigned to work at Randall Foods Inc. 50th Street location in the following instances:

Instance 1: The employer failed to effectively identify or evaluate workplace hazards related to COVID-19 including, but not limited to, the following hazards:

- a) The lack of physical distancing among employees in the deboning and packing in the poultry-processing area.
- b) The lack of physical distancing among employee in the breakroom. [3203(a)(4)]

Instance 2: The employer failed to effectively implement methods or procedures to correct unhealthy conditions or work practices related to COVID-19, including but not limited to:

- a) The lack of physical distancing among employees in the deboning and packing in the poultry-processing area.
- b) The lack of physical distancing among employee in the breakroom. [3203(a)(6)]

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$6750.00

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

T8CCR 4184. Guarding Required.

(b) All machines or parts of machines, used in any industry or type of work not specifically covered in Group 8, which present similar hazards as the machines covered under these point of operation orders, shall be guarded at their point of operation as required by the regulations contained in Group 8.

Prior to and during the course of the investigation, including, but not limited to October 12, 2020 Employbridge Holding Company DBA Select Staffing, a provider of temporary employees, failed to guard a circular meat cutting saw at the point of operation, for its employees assigned to work at Randall Foods Inc. 50th Street location exposing employees to inadvertent contact with the moving blade while cutting poultry.

Date By Which Violation Must be Abated:	Corrected During Inspection
Proposed Penalty:	\$6750.00

Deborah T. Kennedy/Christine Hoffman
Compliance Officer / Senior Safety Engineer