

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 #: 1528648
Inspection Dates: 06/26/2020 - 05/12/2021
Issuance Date: 05/27/2021
CSHO ID: G2677
Optional Report #:



Citation and Notification of Penalty

Company Name: Gotworx Staffing INC
Establishment DBA: and its successors
Inspection Site: 20401 E Mariposa Ave
El Segundo, CA 90245

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

California Code of Regulations Title 8. 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 workplace that represent a new occupational safety and health hazard; and

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

(5) Include a procedure to investigate occupational injury or occupational illness.

(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 June 26, 2020, Gotworx Staffing Inc., 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 Cosmetix West 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 lunchroom.
- b) The lack of physical barriers in the in the lunchroom where employees were sitting, eating, and/or gathering within six feet of each other.

[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 lunchroom.
- b) The lack of physical barriers in the in the lunchroom where employees were sitting, eating, and/or gathering within six feet of each other.

[3203(a)(6)]

Or, In the Alternative to Instance 2b:

Title 8, California Code of Regulations, Section 5141. Control of Harmful Exposure to Employees.

(a) Engineering Controls. Harmful exposures shall be prevented by engineering controls whenever feasible.

Prior to and during the course of the investigation, including, but not limited to, on June 26, 2020, the employer failed to prevent harmful exposures of employees to infectious or potentially infectious airborne particles by ensuring the use of engineering controls to prevent the spread of COVID-19, including, but not limited to, plexiglass screens or other physical barriers (missing partitions in the lunchroom) to limit contact and block potentially infectious particles from being released in the lunchroom when a person breathes, speaks, coughs, or sneezes.

Date By Which Violation Must be Abated:

July 02, 2021

Proposed Penalty:

\$18000.00

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Company Name: Gotworx Staffing INC
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and its successors
Inspection Site: 20401 E Mariposa Ave
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Citation 2 Item 1 Type of Violation: **Serious**

California Code of Regulations Title 8. 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:
- (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 inspection the employer failed to effectively train employees on COVID-19 information, including but not limited to prevention, symptoms, reporting and the employer's procedures to control and prevent transmission for employees. [3203(a)(7)]

Date By Which Violation Must be Abated: July 02, 2021
Proposed Penalty: \$18000.00

Jennifer Reyes / Hien Le
Compliance Officer / District Manager