

**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 #:** 1495517  
**Inspection Dates:** 09/28/2020 - 12/23/2020  
**Issuance Date:** 12/24/2020  
**CSHO ID:** P7724  
**Optional Report #:** 11-21



**Citation and Notification of Penalty**

**Company Name:** River Valley Farms, LLC  
**Establishment DBA:**  
and its successors  
**Inspection Site:** 960 Old Stage Road  
Salinas, CA 93907

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

**Title 8 CCR Section 3395(h)(1)(B). Heat Illness Prevention in Outdoor Places of Employment.**

**(h) Training.**

**(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in exposure to the risk of heat illness:**

**(B) The employer's procedures for complying with the requirements of this standard, including, but not limited to, the employer's responsibility to provide water, shade, cool-down rests, and access to first aid as well as the employees' right to exercise their rights under this standard without retaliation.**

Prior to and during the course of the investigation, including but not limited to, on September 28, 2020, the employer failed to provide effective training, to an employee, regarding the employer's procedures for shade to be used at this work location.

Ref. 3203(a)(7)

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

**Corrected During Inspection**  
**\$485.00**

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

**T8 CCR Section 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 and**

**(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 inspection, including, but not limited to September 28, 2020, the employer failed to effectively implement and maintain its Injury Illness Prevention Program (IIPP) in that it did not identify, evaluate, or correct the unhealthy conditions or work practices relating to SARs-CoV-2, the virus causing COVID-19, in the following instances:

- 1. The employer did not require or ensure the use of face coverings by employees at the worksite.
- 2. The employer did not ensure employees maintained a safe physical distance from each other of at least six feet in all directions at the workplace while harvesting strawberries.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$5850.00**

Kelly Tatum  
Compliance Officer / District Manager