Citation and Notification of Penalty

Company Name: Salinas Farm Labor Contractor, Inc.
Establishment DBA: and its successors
Inspection Site: 1649 Fruit Ave.
Patterson, CA 95363

Citation 1 Item 1 Type of Violation: Regulatory

T8 CCR 14300.32(a)(1)
Basic requirement. At the end of each calendar year, you must: (1) Review the Cal-OSHA Form 300 to verify that the entries are complete and accurate, and correct any deficiencies identified.

Prior to and during the course of the inspection, including, but not limited to, on September 10, 2020, the employer failed to effectively review their 2017, 2018, and 2019 Cal-OSHA Form 300 to verify that the entries were complete and accurate, and correct any deficiencies identified.

Date By Which Violation Must be Abated: Corrected During Inspection
Proposed Penalty: $375.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.
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Citation 2 Item 1  Type of Violation: Serious

T8 CCR 3203 (a)(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 Division's inspection, including, but not limited to on September 10, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) in the following instance: the employer failed to effectively implement methods or procedures to correct unhealthy conditions, work practices, or work procedures related to the hazard of employee exposure to SARS-COV-2, the virus that causes COVID-19. Employer failed to ensure that the employees wore face masks, maintained a physical distance from coworkers of at least six feet in all directions, or utilized effective means of protecting employees from the hazard of exposure to SARS-COV-2 while preparing a field for turf grass planting.

Or, in the alternative,

T8 CCR 5141(a), 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 Division's inspection, including, but not limited to on September 10, 2020, the employer failed to prevent harmful exposure of its employees to infectious or potentially infectious airborne droplets by ensuring the use of engineering controls to prevent the spread of SARS-COV-2, the virus that causes COVID-19, including, but not limited to the use of face coverings or other equally effective engineering controls to limit the release of infectious droplets into the air when employees are breathing, speaking, coughing or sneezing while preparing a field for turf grass planting.

Date By Which Violation Must be Abated: March 23, 2021
Proposed Penalty: $3375.00