

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Bakersfield District Office
7718 Meany Avenue
Bakersfield, CA 93308
Phone: (661) 588-6400 Fax: (661) 588-6428

Inspection #: 1487483
Inspection Dates: 08/05/2020 – 05/17/2021
Issuance Date: 05/18/2021
CSHO ID: J1598
Optional Report #: 08-21



Citation and Notification of Penalty

Company Name: Staffing Solutions Inc.
Establishment DBA: Balance Staffing
and its successors
Inspection Site: Foster Poultry Farms, 1000 Davis St
Livingston, CA 95334

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

California Code of Regulations, Title 8, Section 3203(a)(3) 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:

(3) Include a system for communicating with employees in a form readily understandable by all affected employees on matters relating to occupational safety and health, including provisions designed to encourage employees to inform the employer of hazards at the worksite without fear of reprisal. Substantial compliance with this provision includes meetings, training programs, posting, written communications, a system of anonymous notification by employees about hazards, labor/management safety and health committees, or any other means that ensures communication with employees.

Alleged Violation Description (AVD):

Prior to and during the course of the Division's inspection, including but not limited to, on August 5, 2020, Staffing Solutions, Inc. dba Balance Staffing (primary employer), a provider of temporary employees, failed to establish, implement and maintain an effective system for communicating COVID-19 related matters to its employees assigned to the Foster Poultry Farms (secondary employer) Livingston facility. COVID-19-related matters not communicated with its employees, including:
Instance 1: Failing to ensure its own management was aware of the COVID-19 outbreaks and fatalities of employees at the Livingston facility;
Instance 2: Failed to effectively communicate about COVID-19 in the work place, including infections, outbreaks, and fatalities of employees to all workers who were exposed or potentially exposed;
Instance 3: Failed to effectively communicate measures the employer was taking to prevent employee exposure to SARS-CoV-2, the virus that causes COVID-19.

Date By Which Violation Must be Abated: **June 01, 2021**
Proposed Penalty: **\$16200.00**

Efren Gomez
Compliance Officer / District Manager