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 workplace, 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

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.