

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Long Beach District Office  
3939 Atlantic Avenue, Suite 212  
Long Beach, CA 90807  
Phone: (562) 506-0810 Fax: (562) 426-8340

**Inspection #:** 1473542  
**Inspection Dates:** 04/28/2020 - 09/08/2020  
**Issuance Date:** 09/08/2020  
**CSHO ID:** J9223  
**Optional Report #:** 029-20



**Citation and Notification of Penalty**

**Company Name:** Jobsource North America, Inc.  
**Establishment DBA:**

and its successors

**Inspection Site:** 2727 E. Vernon Ave.  
Vernon, CA 90058

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

California Code of Regulations, Title 8. Section 3203. Injury and Illness Prevention Program.

(b) Records of the steps taken to implement and maintain the Program shall include:

(2) Documentation of safety and health training required by subsection (a)(7) for each employee, including employee name or other identifier, training dates, type(s) of training, and training providers. This documentation shall be maintained for at least one (1) year.

**Prior to and during the course of the inspection, the employer failed to maintain documentation of safety and health training for COVID-19 in accordance with t8CCR 3203(b)(2) for at least one (1) year that included the employee name or other identifier, training dates, and training providers.**

**Date By Which Violation Must be Abated:** October 09, 2020  
**Proposed Penalty:** \$450.00

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

California Code of Regulations, Title 8, Section 3380. Personal Protective Devices.

(f) Hazard assessment and equipment selection.

(2) The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

**The employer failed to verify that the required workplace hazard assessment for hand protection for assembly, packing and sanitation employees of Jobsource North America, Inc. was performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment in accordance with t8CCR 3380(f)(2).**

**Date By Which Violation Must be Abated:** October 09, 2020  
**Proposed Penalty:** \$840.00

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**Inspection Site:** 2727 E. Vernon Ave.  
Vernon, CA 90058

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:

(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.

**Prior to and during the course of the Division's inspection, Jobsource North America, Inc., a provider of temporary employees, failed to establish and implement an effective system for communicating with its employees assigned to Overhill Farms, Inc. in a form readily understandable to those employees about COVID-19 and measures the employer was taking to ensure their occupational health and to prevent infection.**

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

**September 16, 2020**

**Proposed Penalty:**

**\$22500.00**

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**Citation and Notification of Penalty**

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**Establishment DBA:**

and its successors

**Inspection Site:** 2727 E. Vernon Ave.  
Vernon, CA 90058

Citation 3 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:

**Prior to and during the course of the Division’s inspection, Jobsource North America, Inc., a provider of temporary employees, failed to effectively identify or evaluate workplace hazards relating to COVID-19 that affected its employees assigned to Overhill Farms, Inc., including, but not limited to, the following hazards:**

**Instance 1: Lack of physical distancing among employees at the carts where employees donned gloves and lab coats;**

**Instance 2: Lack of physical distancing between workers on conveyor lines (Assembly Line 1 and Assembly Line 2) where workers were stationed within six feet of each other across the conveyor lines;**

**Instance 3: Lack of physical distancing among employees during packing operations;**

**Instance 4: Lack of physical distancing in the hallway where the time clock is installed;**

**Instance 5: Lack of physical distancing in the break/lunch room;**

**Instance 6: Lack of physical distancing between workers on conveyor lines (Assembly Line 2 and Assembly Line 5); and**

**Instance 7: Unsafe work practice of storing employee lab coats two or three on a hook during break time and lunch time which resulted or could result in employees re-donning coats that were not their own.**

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

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**Proposed Penalty:**

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Citation 4 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:

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

**Prior to and during the course of the Division's inspection, Jobsource North America, Inc., a provider of temporary employees, failed to effectively implement its written Injury and Illness Prevention Program covering employees assigned to Overhill Farms, Inc. in that employer did not investigate approximately seven (7) COVID-19 illnesses.**

<b>Date By Which Violation Must be Abated:</b>	<b>September 16, 2020</b>
<b>Proposed Penalty:</b>	<b>\$18000.00</b>

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Citation 5 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:

(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 Division’s inspection, Jobsource North America, Inc., a provider of temporary employees, failed to effectively implement its Injury and Illness Prevention Program in that it did not implement methods or procedures to correct unhealthy conditions or work practices relating to COVID-19 that affected its employees assigned to Overhill Farms, Inc., including but not limited to:**

**Instance 1: Lack of physical distancing among employees at the carts where employees donned gloves and lab coats;**

**Instance 2: Lack of physical distancing between workers on conveyor lines (Assembly Line 1 and Assembly Line 2) where workers were stationed within six feet of each other across the conveyor lines;**

**Instance 3: Lack of physical distancing among employees during packing operations;**

**Instance 4: Lack of physical distancing in the hallway where the time clock is installed;**

**Instance 5: Lack of physical distancing in the break/lunch room;**

**Instance 6: Lack of physical distancing between workers on conveyor lines (Assembly Line 2 and Assembly Line 5); and**

**Instance 7: Unsafe work practice of storing employee lab coats two or three on a hook during break time and lunch time which resulted or could result in employees re-donning coats that were not their own.**

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**Proposed Penalty:**

**\$22500.00**

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Citation 6 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:

(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,

**Prior to and during the course of the Division’s inspection, Jobsource North America, Inc., a provider of temporary employees, failed to provide effective training and instruction to its employees assigned to Overhill Farms, Inc. regarding the new occupational hazard of COVID-19, including but not limited to, training and instruction on how the virus is spread and measures to avoid infection, signs and symptoms of infection, and how to safely use cleaners and disinfectants.**

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

**September 16, 2020**  
**\$22500.00**

\_\_\_\_\_/s/ Kathy Derham\_\_\_\_\_  
Compliance Officer / District Manager