Citation and Notification of Penalty

Company Name: AL PAK Labor Inc.
Establishment DBA: and its successors
Inspection Site: 39155 Hudson Road
Soledad, CA 93960

Citation 1 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 workplace 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 29, 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 lettuce.

Date By Which Violation Must be Abated: Corrected During Inspection
Proposed Penalty: $5400.00

Kelly Tatum
Compliance Officer / District Manager

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.
Citation and Notification of Penalty Page 5 of 7 Cal/OSHA-2 V1 Rev 10/2020