

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Oakland District Office  
1515 Clay Street, Suite 1303  
Oakland, CA 94612  
Phone: (510) 622-2916 Fax: (510) 622-2908

**Inspection #:** 1495150  
**Inspection Dates:** 09/30/2020 - 03/03/2021  
**Issuance Date:** 03/03/2021  
**CSHO ID:** U7118  
**Optional Report #:** 012-21



**Citation and Notification of Penalty**

**Company Name:** Troy Roofing, Inc.  
**Establishment DBA:** Troy Roofing & Roof Removal  
and its successors  
**Inspection Site:** 3203 Leahy Way  
Livermore, CA 94550

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

**California Code of Regulations, Title 8, §3395(i). Heat Illness Prevention in Outdoor Places of Employment.**

**(i) Heat Illness Prevention Plan. The employer shall establish, implement, and maintain, an effective heat illness prevention plan. The plan shall be in writing in both English and the language understood by the majority of the employees and shall be made available at the worksite to employees and to representatives of the Division upon request. The Heat Illness Prevention Plan may be included as part of the employer's Illness and Injury Prevention Program required by section 3203, and shall, at a minimum, contain:**

- (1) Procedures for the provision of water and access to shade.**
- (2) The high heat procedures referred to in subsection (e).**
- (4) Acclimatization methods and procedures in accordance with subsection (g).**

Violation

Prior to and during the course of the inspection, including but not limited to, on September 30, 2020 the employer failed to establish, implement, and maintain, an effective heat illness prevention plan in the following instances:

Instance 1: The employer failed to include effective written procedures for the provision of water and access to shade within their Heat Illness Prevention Plan. [Ref. T8 CCR §3395(i)(1)]

Instance 2: The employer failed to include effective written high heat procedures, referred to in subsection (e), within their Heat Illness Prevention Plan. [Ref. T8 CCR §3395(i)(2)]

Instance 3: The employer failed to include written acclimatization methods and procedures, in accordance with subsection (g), within their Heat Illness Prevention Plan. [Ref. T8 CCR §3395(i)(4)]

<b>Date By Which Violation Must be Abated:</b>	<b>Corrected During Inspection</b>
<b>Proposed Penalty:</b>	<b>\$450.00</b>

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

**California Code of Regulations, Title 8, §3395(h)(1). Heat Illness Prevention in Outdoor Places of Employment.**

**(h) Training.**

**(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in exposure to the risk of heat illness:**

**(D) The concept, importance, and methods of acclimatization pursuant to the employer's procedures under subsection (i)(4).**

**(E) The different types of heat illness, the common signs and symptoms of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, that heat illness may progress quickly from mild symptoms and signs to serious and life threatening illness.**

**(F) The importance to employees of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers.**

## Violation

Prior to and during the course of the inspection, including but not limited to, on September 30, 2020 the employer failed to ensure that effective heat illness prevention training was provided to employees before the employees begin work that should reasonably be anticipated to result in exposure to the risk of heat illness in the following instances:

## Instance 1:

The employer failed to ensure that heat illness prevention training was provided and covered the concept, importance, and methods of acclimatization pursuant to the employer's procedures under subsection (i)(4). [Ref. T8 CCR 3395(h)(1)(D)]

Instance 2:

The employer failed to ensure that heat illness prevention training was provided and covered the different types of heat illness, the common signs and symptoms of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, that heat illness may progress quickly from mild symptoms and signs to serious and life threatening illness. [Ref. T8 CCR 3395(h)(1)(E)]

Instance 3:

The employer failed to ensure that heat illness prevention training was provided and covered the employer's procedures for responding to signs or symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary. [Ref. T8 CCR 3395(h)(1)(G)]

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

**April 07, 2021**

**Proposed Penalty:**

**\$335.00**

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Citation 1 Item 3 Type of Violation: **General**

**California Code of Regulations, Title 8, § 1512(c)(1). Emergency Medical Services.**

**(c) First-Aid Kit.**

**(1) Every employer working on or furnishing personnel on a construction project, on line crews and on other short duration or transient jobs shall provide at least one first-aid kit in a weatherproof container. The contents of the first-aid kit shall be inspected regularly to ensure that the expended items are promptly replaced. The contents of the first-aid kit shall be arranged to be quickly found and remain sanitary. First-aid dressings shall be sterile in individually sealed packages for each item. The minimum first-aid supplies shall be determined by an employer-authorized, licensed physician or in accordance with the following Table:**

Violation

Prior to and during the course of the inspection, including but not limited to, on September 30, 2020 the employer failed to provide at least one first-aid kit, in a weatherproof container, that had the contents of the kit arranged to be quickly found and had all expended items promptly replaced.

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

**Corrected During Inspection  
\$335.00**

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

**California Code of Regulations, Title 8, §1509(a). Injury and Illness Prevention Program.**

**(a) Every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program in accordance with section 3203 of the General Industry Safety Orders.**

**References:**

**§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:**
  - (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:**

Violation

Prior to and during the course of the inspection, including but not limited to, on September 30, 2020 the employer failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) by effectively identifying and evaluating workplace hazards and implementing methods or procedures to correct unhealthy conditions relating to SARS-CoV-2, the virus that causes COVID-19, that affected its employees by failing to ensure the use of face coverings among employees, and maintaining physical distancing, while performing work activities on a roof. [Ref. T8 CCR §3203(a)(4)&(6)]

<b>Date By Which Violation Must be Abated:</b>	<b>Corrected During Inspection</b>
<b>Proposed Penalty:</b>	<b>\$3035.00</b>

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Spencer Wojcik / Wendy Hogle-Lui  
Compliance Officer / District Manager