

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Foster City District Office
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Foster City, CA 94404
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Inspection #: 1494655
Inspection Dates: 09/28/2020 – 03/22/2021
Issuance Date: 03/22/2021
CSHO ID: W1289
Optional Report #: 007-21

**Citation and Notification of Penalty**

Company Name: Randstad US LLC
Establishment DBA: and its successors
Inspection Site: 1040 Richard Ave.
Santa Clara, CA 95050

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

Title 8 CCR § 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 work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards:

(A) When the Program is first established;

(B) Whenever new substances, processes, procedures, or equipment are introduced to the workplace that represent a new occupational safety and health hazard; and

(C) Whenever the employer is made aware of a new or previously unrecognized hazard.

(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:

(A) When observed or discovered; and

(B) When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, remove all exposed personnel from the area except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided the necessary safeguards.

Prior to, and during the course of the inspection, including but not limited to, on September 22, 2020, the primary employer [Randstad US, LLC] failed to effectively implement and maintain its Injury and Illness Prevention Program (IIPP) related to SARs-CoV-2 (the virus causing COVID-19) that affected its employees while working at the secondary employer worksite [Ciasom, LLC dba Advoque Safeguard] in following instances:

1. The employer failed to effectively identify or evaluate workplace hazards relating to COVID-19, including but not limited to, the hazard of the lack of maintaining physical distance, and/or physical barriers, among employees while eating and sitting in the downstairs and upstairs breakroom tables. [3203(a)(4)]

2. The employer failed to effectively implement methods or procedures to correct unhealthy conditions or work practices relating to COVID-19 in a timely manner, including, but not limited to the lack of maintaining physical distance, and/or physical barriers, among employees while eating and sitting in the downstairs and upstairs breakroom tables. [3203(a)(6)]

OR in the Alternative to instance 2:

Title 8 CCR §5141(a). Control of Harmful Exposure to Employees.

(a) Engineering Controls. Harmful exposures shall be prevented by engineering controls whenever feasible.

Prior to, and during the course of the inspection, including but not limited to, on September 22, 2020, the primary employer [Randstad US, LLC] failed to prevent harmful exposures of its employees at the secondary employer [Ciasom, LLC dba Advoque Safeguard] worksite to infectious or potentially infectious airborne particles by ensuring the use of feasible engineering controls to prevent the spread of COVID-19, including but not limited to, plexiglass screens or other impermeable dividers or partitions.

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

**Corrected During Inspection
\$6750.00**

Barbara Kim
District Manager