

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
San Diego District Office
7575 Metropolitan Drive, Suite 207
San Diego, CA 92108
Phone: (619) 767-2280 Fax: (619) 767-2299

Inspection #: 1506336
Inspection Dates: 12/11/2020 - 05/27/2021
Issuance Date: 05/27/2021
CSHO ID: X7645
Optional Report #: 013-21



Citation and Notification of Penalty

Company Name: FedEx Ground Package System Inc.

Establishment DBA:

and its successors

Inspection Site: 10132 Airway Road
San Diego, CA 92154

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

T8 CCR 3203(b) Injury Illness Prevention Program: (b) Records of the steps taken to implement and maintain the Program shall include: (1) Records of scheduled and periodic inspections required by subsection (a)(4) to identify unsafe conditions and work practices, including person(s) conducting the inspection, the unsafe conditions and work practices that have been identified and action taken to correct the identified unsafe conditions and work practices. These records shall be maintained for at least one (1) year. (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.

Alleged Violative Description (AVD): Prior to and during the course of the inspection, the employer did not keep records as required by this section in the following instances:

Instance 1: Employer provided records of periodic inspections that did not identify the action taken to correct the identified unsafe conditions and work practices. [3203(b)(1)]

Instance 2: Employer provided documentation of safety and health training for employees that did not include the training provider identification. [3203(b)(2)]

Date By Which Violation Must be Abated: **June 30, 2021**
Proposed Penalty: **\$375.00**

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and its successors

Inspection Site: 10132 Airway Road
San Diego, CA 92154

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

T8 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:

(1) Identify the person or persons with authority and responsibility for implementing the Program.

(2) Include a system for ensuring that employees comply with safe and healthy work practices. Substantial compliance with this provision includes recognition of employees who follow safe and healthful work practices, training and retraining programs, disciplinary actions, or any other such means that ensures employee compliance with safe and healthful work practices.

(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.

(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.

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

(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.

(7) Provide training and instruction:

(A) When the program is first established;

(B) To all new employees;

(C) To all employees given new job assignments for which training has not previously been received;

(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,

(F) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

Alleged Violative Description (AVD): Prior to and during the course of the inspection, including but not limited to, on December 11, 2020 the employer failed to effectively implement, and maintain an effective written Injury & Illness Prevention Program in the following instances:

Instance 1:

The employer did not 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. [3203(a)(4)(A)-(C)]

Instance 2:

The employer did not 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: 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. [3203(a)(6)(B)]

Date By Which Violation Must be Abated:

June 30, 2021

Proposed Penalty:

\$560.00

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

T8 CCR 3205(c) Written COVID-19 Prevention Program. (c) Employers shall establish, implement, and maintain an effective, written COVID-19 Prevention Program, which may be integrated into the employer's Injury and Illness Program required by section 3203, or be maintained in a separate document. The written elements of a COVID-19 Prevention Program shall include:

- (1) System for communicating.
- (2) Identification and evaluation of COVID-19 hazards.
- (3) Investigating and responding to COVID-19 cases in the workplace.
- (4) Correction of COVID-19 hazards.
- (5) Training and instruction.
- (6) Physical distancing.
- (7) Face coverings.
- (8) Other engineering controls, administrative controls, and personal protective equipment.
- (9) Reporting, recordkeeping, and access.
- (10) Exclusion of COVID-19 cases.
- (11) Return to work criteria.

Alleged Violative Description (AVD): Prior to and during the course of the inspection, including but not limited to, on December 11, 2020 the employer failed to establish, and maintain an effective written COVID-19 Prevention Program in the following instances:

Instance 1:

The employer did not include in their Program written a system for communicating. [3205(c)(1)]

Instance 2:

The employers Program did not include procedures for Investigating and responding to COVID-19 cases in the workplace. [3205(c)(3)]

Instance 3:

The employers Program did not include effective policies and/or procedures to correct COVID-19 hazards. [3205(c)(4)].

Instance 4:

The employers program did not include training and instruction. [3205(c)(5)]

Instance 5:

The employers program did not include other engineering controls, administrative controls, and personal protective equipment. [3205(c)(8)]

Instance 6:

The employers Program did not include reporting, recordkeeping, and access. [3205(c)(9)]

Instance 7:

The employers Program did not include exclusion of COVID-19 cases to limit transmission of COVID-19 in the workplace.[3205(c)(10)]

Instance 8:

The employers Program did not include return to work criteria. [3205(c)(11)]

Date By Which Violation Must be Abated:

June 30, 2021

Proposed Penalty:

\$560.00

Michele Boswell / Kathy Derham
Compliance Officer / District Manager