

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Fremont District Office  
39141 Civic Center Drive, Suite 310  
Fremont, CA 94538  
Phone: (510) 794-2521 Fax: (510) 794-3889

**Inspection #:** 1506902  
**Inspection Dates:** 12/16/2020 - 06/08/2021  
**Issuance Date:** 06/08/2021  
**CSHO ID:** E2672  
**Optional Report #:** 026-21



**Citation and Notification of Penalty**

**Company Name:** Paq Inc  
**Establishment DBA:** Food 4 Less  
and its successors  
**Inspection Site:** 1576 North Sanborn Rd.  
Salinas, CA 93905

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

**Title 8 CCR Section 3205(c)(5): COVID-19 Prevention.**

**(c) Written COVID-19 Prevention Program.** 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:

- (5) Training and instruction.** The employer shall provide effective training and instruction to employees that includes the following:
  - (A)** The employer's COVID-19 policies and procedures to protect employees from COVID-19 hazards.
  - (B)** Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
  - (C)** The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
  - (D)** Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings.
  - (E)** The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.
  - (F)** The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
  - (G)** Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.

**(H) COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.**

Prior to and during the course of the inspection, including, but not limited to, on December 12, 2020 the employer failed to provide effective training and instruction to all employees on its new written Covid-19 Prevention Plan, and Infectious Disease Control Policy.

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

**Corrected During Inspection  
\$850.00**

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

**Title 8 CCR Section 3205(c)(2)(B): COVID-19 Prevention.**

**(c) Written COVID-19 Prevention Program.** 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:

**(2) Identification and evaluation of COVID-19 hazards.**

**(B) The employer shall develop and implement a process for screening employees for and responding to employees with COVID-19 symptoms. The employer may ask employees to evaluate their own symptoms before reporting to work. If the employer conducts screening at the workplace, the employer shall ensure that face coverings are used during screening by both screeners and employees and, if temperatures are measured, that non-contact thermometers are used.**

Prior to and during the course of the inspection, including but not limited to, on December 11, 2020, the employer failed to effectively implement its COVID-19 Prevention Program by having a process for screening employees for and responding to employees with COVID-19 symptoms in the workplace.

**Date By Which Violation Must be Abated:** Corrected During Inspection  
**Proposed Penalty:** \$7650.00

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**Citation and Notification of Penalty**

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**Inspection Site:** 1576 North Sanborn Rd.  
Salinas, CA 93905

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

**Title 8 CCR Section 3205(c)(8)(A): COVID-19 Prevention.**

**(c) Written COVID-19 Prevention Program.** 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:

**(8) Other engineering controls, administrative controls, and personal protective equipment.**

**(A) At fixed work locations where it is not possible to maintain the physical distancing requirement at all times, the employer shall install cleanable solid partitions that effectively reduce aerosol transmission between the employee and other persons.**

**Prior to and during the course of the inspection, including but not limited to, on December 12, 2020, the employer failed to install effective partitions, such as Plexiglas screens or other physical barriers, at the checkout stations #3 and #4 where it was not possible to maintain six feet of distance at all times between the employee and customers to effectively reduce the aerosol transmission of COVID-19.**

Prior to and during the course of the inspection, including but not limited to, on December 12, 2020, the employer failed to effectively implement its COVID-19 Prevention Program by installing effective partitions, such as Plexiglas screens or other physical barriers, at the checkout stations #3 and #4 where it was not possible to maintain six feet of distance at all times between the employee and customers to effectively reduce the aerosol transmission of COVID-19.

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**Proposed Penalty:** \$7650.00

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Citation 4 Item 1 Type of Violation: **Serious**

**Title 8 CCR Section 3205(c)(7)(A): COVID-19 Prevention.**

**(c) Written COVID-19 Prevention Program.** 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:

**(7) Face coverings.**

**(A) Employers shall provide face coverings and ensure they are worn by employees over the nose and mouth when indoors, when outdoors and less than six feet away from another person, and where required by orders from the CDPH or local health department. Employers shall ensure face coverings are clean and undamaged. Face shields are not a replacement for face coverings, although they may be worn together for additional protection. The following are exceptions to the face coverings requirement:**

Prior to and during the course of the inspection, including but not limited to, on December 12, 2020, the employer failed to require or ensure an employee working in the meat department wear a face covering at all times.

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|--|------------------------------------|
| <b>Date By Which Violation Must be Abated:</b> | <b>Corrected During Inspection</b> |
| <b>Proposed Penalty:</b>                       | <b>\$7650.0</b>                    |

Kelly Tatum  
Compliance Officer / District Manager