

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
San Bernardino District Office  
464 West 4th Street, Suite 332  
San Bernardino, CA 92401  
Phone: (909) 383-4321 Fax: (909) 383-6789

**Inspection #:** 1499866  
**Inspection Dates:** 10/28/2020 - 06/16/2021  
**Issuance Date:** 06/16/2021  
**CSHO ID:** X4225  
**Optional Report #:**



**Citation and Notification of Penalty**

**Company Name:** Skechers USA, Inc  
**Establishment DBA:**  
and its successors  
**Inspection Site:** 29800 Eucalyptus Avenue  
Moreno Valley, CA 92555

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

**T8CCR 342 (a) Reporting Work-Connected Fatalities and Serious Injuries.**

(a) Every employer shall report immediately by telephone or telegraph to the nearest District Office of the Division of Occupational Safety and Health any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment. Immediately means as soon as practically possible but not longer than 8 hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 24 hours after the incident.

**Employer failed to immediately report to the Division the serious illnesses of employees who fell ill of COVID-19 that occurred at its workplace or in connection with the employees' work, including but not limited to the following:**

**Employee was hospitalized with COVID-19 on or around August 7, 2020.**

**Date By Which Violation Must be Abated:** Corrected During Inspection  
**Proposed Penalty:** \$5000.00

## State of California

Department of Industrial Relations  
Division of Occupational Safety and Health  
San Bernardino District Office  
464 West 4th Street, Suite 332  
San Bernardino, CA 92401  
Phone: (909) 383-4321 Fax: (909) 383-6789

**Inspection #:** 1499866  
**Inspection Dates:** 10/28/2020 - 06/16/2021  
**Issuance Date:** 06/16/2021  
**CSHO ID:** X4225  
**Optional Report #:**



## Citation and Notification of Penalty

**Company Name:** Skechers USA, Inc  
**Establishment DBA:** and its successors  
**Inspection Site:** 29800 Eucalyptus Avenue  
Moreno Valley, CA 92555

---

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

### **T8CCR 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:

(A) When the Program is first established;

Exception: Those employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with previously existing section 3203.

(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 October 28, 2020, the employer failed to implement and maintain an effective Injury Illness Prevention Program (IIPP) in that it did not identify, evaluate, or correct the following unhealthy conditions or work practices relating to SARS-CoV-2, the virus causing COVID-19, that affected its employees in the following instances:**

**Instance 1: The employer failed to effectively identify or evaluate workplace hazards related to COVID-19 including, but not limited to, the following hazards:**

- a) The lack of physical distancing of at least six feet in all directions between employees while eating and sitting in the breakroom.**
  - b) The lack of physical barriers between employees while eating and sitting in the breakroom.**
- [3203(a)(4)]**

**Instance 2: The employer failed to effectively implement methods or procedures to correct unhealthy conditions or work practices related to COVID-19, including but not limited to:**

- a) The lack of physical distancing of at least six feet in all directions between employees while eating and sitting in the breakroom.**
  - b) The lack of physical barriers between employees while eating and sitting in the breakroom.**
- [3203(a)(6)]**

**Or, in the alternative to Instance 2:**

**Title 8 CCR §5141: 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 Divisions inspection, including, but not limited to, on October 28, 2020, the employer failed to prevent harmful exposures of its employees to COVID-19 airborne particles by ensuring the use of feasible engineering controls, including, but not limited to, physical barriers, such as Plexiglas shields or other impermeable dividers or partitions, to separate employees eating and sitting in the breakroom from each other. [Title 8 CCR §5141(a).]**

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

**July 12, 2021  
\$955.00**

---

Robert Delgado / Michael Loupe  
Compliance Officer / District Manager