

**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 #:** 1507730  
**Inspection Dates:** 12/22/2020 - 07/08/2021  
**Issuance Date:** 07/13/2021  
**CSHO ID:** Q0917  
**Optional Report #:** 012-21

**Citation and Notification of Penalty**

**Company Name:** Gul Food Management, Inc.  
**Establishment DBA:** Jack in the Box  
 and its successors  
**Inspection Site:** 1257 Park Street  
 Alameda, CA 94501

**Citation 1 Item 1 Type of Violation: General****Title 8 CCR Section §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:**

**(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.**

Violation:

Prior to and during the course of the inspection, including but not limited to, on December 22, 2020, the employer failed to effectively implement and/or maintain its Injury & Illness Prevention Program in that it did not effectively train employees on the hazard related to SARS-CoV-2, the virus causing COVID-19 in the following way:

Instance 1 - The employer asked an employee that was exposed to someone who had tested positive for Covid-19 to come to work before being tested and not self-quarantining.

Instance 2 - The employer did not follow their daily screening policy by inferring if an employee will come to the workplace after having been exposed to a confirmed case on or about November 19, 2020.

**Date By Which Violation Must be Abated:****August 16, 2021****Proposed Penalty:****\$560.00**

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

**Title 8 CCR Section §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:**

**(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 December 22, 2020, the employer failed to effectively implement its Injury & Illness Prevention Program in that it did not communicate, 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 have maintained and/or implement its system for referring employees whom are exposed to someone who is either positive, suspected to be positive and/or showing signs of the virus, for testing or medical evaluation and/or removing them from the workplace on or around November 19, 2020. [3203(a)(4)&(6)]

INSTANCE 2 - The employer failed to have maintained and/or implement its policy for screening employees in the workplace by requesting an employee to come to the workplace after having been exposed to a confirmed case on or about November 19, 2020. [3203(a)(4)&(6)]

**Date By Which Violation Must be Abated:** August 16, 2021  
**Proposed Penalty:** \$13500.00

Michael Chrisman / Wendy Hogle-Lui  
Compliance Officer / District Manager