

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 #: 1512102
Inspection Dates: 01/28/2021 - 07/13/2021
Issuance Date: 07/14/2021
CSHO ID: U1591
Optional Report #: 023-21



Citation and Notification of Penalty

Company Name: Incentive Promotions, Inc.
Establishment DBA: Gene's Fine Foods
and its successors
Inspection Site: 2803 Hopyard Road
Pleasanton, CA 94588

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

California Code of Regulations. Title 8 §3203(b)(2). Injury and Illness Prevention Program.

(b) Records of the steps taken to implement and maintain the Program shall include:

(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.

Violation:

Prior to and during the course of the investigation, including, but not limited to, on January 28, 2021, the employer failed to document training and instruction provided to its employees on COVID-19 including the information set forth in Section 3205(c)(5)(A)-(E).

Date By Which Violation Must be Abated:	Corrected During Inspection
Proposed Penalty:	\$375.00

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

California Code of Regulations, Title 8, §3205(c).

(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 [provisions for]:

- (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, record keeping, and access (...).**
- (10) Exclusion of COVID-19 cases (...).**
- (11) Return to work criteria (...).**

Violation:

Prior to and during the course of the inspection, the employer failed to have established a written COVID-19 Prevention Program that included the elements set forth in Subsections (c)(1) through (c)(11).

Date By Which Violation Must be Abated:	Corrected During Inspection
Proposed Penalty:	\$0.00

Wendy Hogle-Lui
Compliance Officer / District Manager