

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
American Canyon District Office
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American Canyon, CA 94503
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Inspection #: 1506390
Inspection Dates: 12/09/2020 - 07/27/2021
Issuance Date: 07/27/2021
CSHO ID: T4256
Optional Report #: 020-21



Citation and Notification of Penalty

Company Name: 2351 Circadian Way, LLC
Establishment DBA: All Good, LLC.
and its successors
Inspection Site: 2351 Circadian Way
Santa Rosa, CA 95407

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

Title 8 CCR Section 3205(c). 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.

(A) The employer shall allow for employee and authorized employee representative participation in the 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.

(C) The employer shall develop COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission of COVID-19 in the workplace.

(D) The employer shall conduct a workplace-specific identification of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards. Employers shall treat all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

1. This shall include identification of places and times when people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, for instance during meetings or trainings and including in and around entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

2. This shall include an evaluation of employees' potential workplace exposure to all persons at the

workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.

(E) For indoor locations, the employer shall evaluate how to maximize the quantity of outdoor air and whether it is possible to increase filtration efficiency to the highest level compatible with the existing ventilation system.

(F) The employer shall review applicable orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention, including information of general application and information specific to the employer's industry, location, and operations.

(G) The employer shall evaluate existing COVID-19 prevention controls at the workplace and the need for different or additional controls. This includes evaluation of controls in subsections (c)(4), and (c)(6) through (c)(8).

(H) The employer shall conduct periodic inspections as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with employers' COVID-19 policies and procedures.

(4) Correction of COVID-19 hazards. Employers shall implement effective policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard. This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted under subsections (c)(2) and (c)(3) and implementing the controls required by subsection (c)(6) through (c)(8).

(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.

(6) Physical distancing.

(A) All employees shall be separated from other persons by at least six feet, except where an employer can demonstrate that six feet of separation is not possible, and except for momentary exposure while persons are in movement. Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees.

(B) When it is not possible to maintain a distance of at least six feet, individuals shall be as far apart as possible.

(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 investigation, including but not limited to, on December 9, 2020 the employer failed to implement and maintain an effective written COVID-19 Prevention Program with the required written elements, which may be integrated into the Injury and Illness Prevention Program required by section 3203, or be maintained in a separate document in the following instances.

1. The employer failed to implement an effective process for screening employees entering the workplace for all COVID-19 symptoms prior to entering. [3205(c)(2)(B)]

2. The employer did not identify, evaluate, and correct the potential exposure to COVID-19 hazards at the workplace associated with employees congregating or coming in close contact with one another while working in the processing and packaging areas.[3205(c)(2)(D)(1) & (4)]

3. The employer failed to implement effective methods of physical distancing to ensure that employees working in the processing and packaging areas were separated from other persons by at least six feet in all directions at all times. [3205(c)(6)(A)]

4. The employer failed to provide effective training and instruction to its employees on COVID-19 to include the information set forth in subsections (c)(5)(A)-(E). [3205(c)(5)]

5. The employer failed to implement engineering controls such as Plexiglas or other physical barriers in the processing and packaging areas where it was not possible to maintain six feet of distance at all times between employees. [3205(c)(8)(A)]

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$4500.00

Kathy Garner
Compliance Officer / District Manager