

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Foster City District Office
1065 East Hillsdale Blvd, Suite 110
Foster City, CA 94404
Phone: (650) 573-3812 Fax: (650) 573-3817

Inspection #: 1507415
Inspection Dates: 12/21/2020 - 08/04/2021
Issuance Date: 08/05/2021
CSHO ID: C8043
Optional Report #: 024-21



Citation and Notification of Penalty

Company Name: Magellan Solutions USA, Inc.
Establishment DBA:
and its successors
Inspection Site: 3801 Miranda Avenue, Bldg. 6 A-146
Palo Alto, CA 94304

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:

(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:

Prior to and during the course of the inspection, including but not limited to, the time period from October 2020 to May 2021, the employer failed to effectively establish and implement its Injury and Illness Prevention Program in that it did not identify, evaluate and correct the unhealthy conditions relating to COVID-19 affecting its employees in that the employer did not effectively screen employees for all COVID-19 symptoms and take appropriate action, including but not limited to excluding the employee from the workplace or sending them for a medical evaluation/testing.

Date By Which Violation Must be Abated: September 09, 2021
Proposed Penalty: \$560.00

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

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:

(1) System for communicating. The employer shall do all of the following in a form readily understandable by employees:

(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. 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:

(6) Physical distancing.

(7) Face coverings.

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

(9) Reporting, recordkeeping, and access.

(10) Exclusion of COVID-19 cases. The purpose of this subsection is to limit transmission of COVID-19 in the workplace.

(11) Return to work criteria.

Prior to and during the time of the inspection until May 21, 2021, the employer did not establish a written COVID-19 Prevention Program as required by this section.

Date By Which Violation Must be Abated:

September 09, 2021

Proposed Penalty:

\$560.00

Barbara Kim
Compliance Officer / District Manager