

## State of California

Department of Industrial Relations  
Division of Occupational Safety and Health  
American Canyon District Office  
3419 Broadway Street Ste H8  
American Canyon, CA 94503  
Phone: (707) 649-3700 Fax: (707) 649-3712

**Inspection #:** 1519364  
**Inspection Dates:** 03/08/2021 - 09/01/2021  
**Issuance Date:** 09/01/2021  
**CSHO ID:** T4256  
**Optional Report #:** 026-21



## Citation and Notification of Penalty

**Company Name:** Lithia Motors Inc.  
**Establishment DBA:** Lithia of Santa Rosa Inc.  
and its successors  
**Inspection Site:** 2646 N. Main St.  
Walnut Creek, CA 94597

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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:

#### **(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.

#### **(7) Face coverings.**

**(A)** Employers shall provide face coverings and ensure they are worn by employees over the nose and mouth when indoors, when outdoors and less than six feet away from another person, and where required by orders from the CDPH or local health department. Employers shall ensure face coverings are clean and undamaged. Face shields are not a replacement for face coverings, although they may be worn together for additional protection. The following are exceptions to the face coverings requirement:

Prior to and during the course of the investigation, including but not limited to, on March 8, 2021 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 effective methods of physical distancing to ensure that employees having closed door in-person meetings in personal office space were separated from other persons by at least six feet in all directions at all times. [3205(c)(6)(A)]

2. The employer did not ensure that limitations or restrictions were placed on the number of persons allowed in enclosed common areas where personnel are likely to congregate and interact, such as break rooms. [3205(c)(6)(A)]

3. The employer did not ensure that employees wore a face mask or face coverings at all times when at the workplace, including when employees are having an in-person meeting or conversation with Diablo Subaru employees less than six feet away from each other with doors of office closed. [3205(c)(7)(A)]

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

**Corrected During Inspection**  
**\$5400.00**

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Kathy Garner  
Compliance Officer / District Manager