

State of California
Division of Occupational Safety and Health
Cal/OSHA High Hazard Unit (0950662;4502)
2000 East McFadden Street, Suite 111
Santa Ana, CA 92705

Inspection Number: 314757154
Inspection Dates: 08/02/2011 -
Issuance Date: 01/13/2012
CSHO ID: A8982
Optional Inspection Nbr: 010-012



Citation and Notification of Penalty

Company Name: TRI-STATE STAFFING, INC.
Inspection Site: 15710 SAN ANTONIO AVE, CHINO, CA 91708

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

§2500.10. Pull at Joints and Terminals.

(a) Flexible cords and cables shall be connected to devices and fittings so that strain relief is provided which will prevent pull from being directly transmitted to joints or terminal screws.

The employer has several flexible electrical cords located along the loading docks that were being used by employees to provide power to several different type of equipment. The flexible cords outer sheath has pulled loose from the plug causing a strain to be transmitted to the terminal ends of the cord.

Date By Which Violation Must be Abated: 02/12/2012
Proposed Penalty: \$ 420.00

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

§3385. Foot Protection.

(a) Appropriate foot protection shall be required for employees who are exposed to foot injuries from electrical hazards, hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions, which may cause injuries or who are required to work in abnormally wet locations.

The employer requires employees to wear safety shoes (appropriate foot protection) while working within the facility but failed to provide safety shoes for their employees.

Date By Which Violation Must be Abated: 02/12/2012
Proposed Penalty: \$ 375.00

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Company Name: TRI-STATE STAFFING, INC.
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Citation 1 Item 3 Type of Violation: **General**

§3203. 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. (A) When the Program is first established;

EXCEPTION: Those employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with previously existing section 3203.

(B) Whenever new substances, processes, procedures, or equipment are introduced to the workplace that represent a new occupational safety and health hazard; and

(C) Whenever the employer is made aware of a new or previously unrecognized hazard.

(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:

(A) When observed or discovered; and,

(B) When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, remove all exposed personnel from the area except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided the necessary safeguards.

(7) Provide training and instruction:

(A) When the program is first established;

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EXCEPTION: Employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with the previously existing Accident Prevention Program in Section 3203.

(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.

The employer failed to implement and/or failed to ensure implementation of the required elements of an Injury and Illness Prevention Program including but not limited to:

1. **The employer failed to identify and evaluate a variety of hazards including but not limited to the hazard of occupational heat exposure and heat illness for employees exposed to the risk of heat illness. Reference '3203(a)(4).**
2. **The employer failed to establish and implement procedures for correcting the hazard of occupational heat exposure and heat illness. Reference '3203(a)(6) and '5193(f).**
3. **The employer failed to provide training on the hazard of occupational heat exposure and heat illness before employees were exposed to the risk of heat illness. Reference '3203(a)(7) and '5193(f).**

Date By Which Violation Must be Abated:
Proposed Penalty:

02/12/2012
\$ 700.00

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Company Name: TRI-STATE STAFFING, INC.
Inspection Site: 15710 SAN ANTONIO AVE, CHINO, CA 91708

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

§5162. Emergency Eyewash and Shower Equipment.

(c) Location. Emergency eyewash facilities and deluge showers shall be in accessible locations that require no more than 10 seconds for the injured person to reach. If both an eyewash and shower are needed, they shall be located so that both can be used at the same time by one person. The area of the eyewash and shower equipment shall be maintained free of items which obstruct their use.

The employers emergency eyewash and shower unit located in the forklift battery charging area was being blocked by parked forklifts that were being charged.

Date By Which Violation Must be Abated: 01/20/2012
Proposed Penalty: \$ 4500.00

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Company Name: TRI-STATE STAFFING, INC.
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Citation 3 Item 1 Type of Violation: **Serious**

§3999. Conveyors.

(b) Belt conveyor head pulleys, tail pulleys, single tension pulleys, dip take-up pulleys, chain conveyor head drums or sprockets and dip take-up drums and sprockets shall be guarded. The guard shall be such that a person cannot reach behind it and become caught in the nip point between the belt, chain, drum, pulley or sprocket.

The employer is using a multi section conveyor to move material from a trailer to awaiting workers for pelletizing and storage by forklift. Employees move back and forth along the conveyor during this operation. Employees are exposed to the unguarded head and tail pulleys along the multi section conveyor.

Date By Which Violation Must be Abated: 01/20/2012
Proposed Penalty: \$ 4500.00

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Company Name: TRI-STATE STAFFING, INC.
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Citation 4 Item 1 Type of Violation: **Serious**

§3241. Live Loads.

(c) Material, wherever stored, shall not create a hazard. It shall be limited in height and shall be piled, stacked, or racked in a manner designed to prevent it from tipping, falling, collapsing, rolling or spreading. Racks, bins, planks, sleepers, bars, strips, blocks, sheets, shall be used where necessary to make the piles stable.

Several stacks of stored material in excess of 9 feet high were tipping and some had fallen over due to improper stacking. Employees access the storage area while working.

Date By Which Violation Must be Abated: 01/20/2012
Proposed Penalty: \$ 9000.00

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Company Name: TRI-STATE STAFFING, INC.
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Citation 5 Item 1 Type of Violation: **Serious**

§3656. Order Pickers and Stock Pickers.

(e) Where a clearance restriction or the nature of the work prohibits the use of standard guardrails, and the employee is exposed to a fall of 4 feet or more, a personal fall arrest system, a personal fall restraint system or positioning device system as defined in Section 3207 of these Orders shall be used in accordance with the requirements of Section 1670 of the Construction Safety Orders as an alternative means of protecting employees from falling. The lanyard length for a personal fall arrest system shall be such that the operator has freedom of movement in the working area, but shall be rigged such that an employee can neither free fall more than 4 feet nor contact any lower level. Lanyards shall be so arranged as not to cause a condition where the operator could trip on the lanyard.

REF:1670. Personal Fall Arrest Systems, Personal Fall Restraint Systems and Positioning Devices.

(b) Personal fall arrest systems and their use shall comply with the provisions set forth below. Effective January 1, 1998, except as permitted in subsections (c) and (d), body belts shall not be used as part of a personal fall arrest system.

(15) Personal fall arrest systems shall be inspected prior to each use for wear, damage, and other deterioration, and defective components shall be removed from service

REF:1670. Personal Fall Arrest Systems, Personal Fall Restraint Systems and Positioning Devices.

(b) Personal fall arrest systems and their use shall comply with the provisions set forth below. Effective January 1, 1998, except as permitted in subsections (c) and (d), body belts shall not be used as part of a personal fall arrest system.

(19) Each personal fall arrest system shall be inspected not less than twice annually by a competent person in accordance with the manufacturer's recommendations. The date of each inspection shall be documented.

At the time of the inspection employees were observed using employer provided harnesses and lanyards (personal fall arrest system) while operating stock pickers. The employees had not been trained and had not inspected the (personal fall arrest system) prior to each use for wear, damage, and other deterioration. REF: §1670(b)(15)

At the time of the inspection employees were observed using employer provided harnesses and lanyards (personal fall arrest system) while operating stock pickers. The employer did not

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ensure that each personal fall arrest system was being inspected not less than twice annually by a competent person in accordance with the manufacturer's recommendations. The date of each inspection was not being documented. REF:§1670(b)(19)

Date By Which Violation Must be Abated: 01/20/2012
Proposed Penalty: \$ 11250.00

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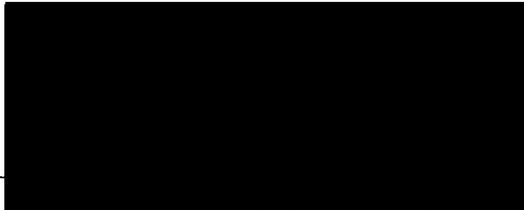
Citation 6 Item 1 Type of Violation: **Serious**

§3650. Industrial Trucks. General.

(t) Industrial trucks and tow tractors shall be operated in a safe manner in accordance with the following operating rules:(9) Vehicles shall not exceed the authorized or safe speed, always maintaining a safe distance from other vehicles, keeping the truck under positive control at all times and all established traffic regulations shall be observed. For trucks traveling in the same direction, a safe distance may be considered to be approximately 3 truck lengths or preferably a time lapse -3 seconds -passing the same point.

The employer failed to establish an authorized or safe speed for forklifts (industrial truck). On august 5th, 2011 several forklift operators were observed traveling at a high rate of speed and were not maintaining a safe distance from other vehicles.

Date By Which Violation Must be Abated: 01/20/2012
Proposed Penalty: \$ 4500.00


Compliance Officer/District Manager

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of California
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Cal/OSHA High Hazard Compliance Unit
2000 East McFadden Avenue, Suite 111
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Tel (714) 567-7100 Fax (714) 567-6074

NOTICE OF PROPOSED PENALTIES

Company Name: TRI-STATE STAFFING, INC.
Inspection Site: 15710 SAN ANTONIO AVE, CHINO, CA 91708
Mailing Address: 15835 FERN AVE, CHINO, CA 91710
Issuance Date: 01/13/2012
Reporting ID: 0950662
Index Code: 4502

Summary of Penalties for Inspection Number 314757154

Citation 1, General	= \$	1495.00
Citation 2, Serious	= \$	4500.00
Citation 3, Serious	= \$	4500.00
Citation 4, Serious	= \$	9000.00
Citation 5, Serious	= \$	11250.00
Citation 6, Serious	= \$	4500.00
TOTAL PROPOSED PENALTIES	= \$	35245.00

Penalties are due within 15 working days of receipt of this notification unless contested. If you are appealing any item of this citation, remittance is still due on all items that are not appealed. Enclosed for your use is a Penalty Remittance Form.

If you are paying electronically: Please have this form on-hand when you are ready to make your payment. The company name, index code, reporting ID and Citation number(s) will be required to ensure that the payment is accurately posted to your account. Please go to www.dir.ca.gov/dosh to access the secure payment processing site.

If you are paying by check: Mail this Notice of Proposed Penalties, the Penalty Remittance Form, along with a copy of the Citation and Notification of Penalty to:

**DEPARTMENT OF INDUSTRIAL RELATIONS
CASHIER, ACCOUNTING OFFICE**
