

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 #: 1483176
Inspection Dates: 07/09/2020 - 08/25/2020
Issuance Date: 08/25/2020
CSHO ID: P7724
Optional Report #: 01-21



Citation and Notification of Penalty

Company Name: Michel Labor Services Inc.
and its successors
Inspection Site: Field 812 Currey and Sievers
Dixon, CA 95620

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

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:

(A) When the Program is first established;

(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.

Prior to, and during the course of the Division's inspection, including, but not limited to, on July 9, 2020, the employer failed to effectively implement its Injury and Illness Prevention Program in that it did not identify, evaluate, or correct unhealthy conditions or work practices relating to COVID-19 that affected its employees who were working outside rouging, and leveling sunflower fields. The

employer did not furnish sufficient shade to enable employees using the shade during breaks/meals to maintain a physical distance from coworkers of at least six feet in all directions.

Or, in the alternative:

Title 8 CCR Section 3395(d)(1). Heat Illness Prevention in Outdoor Places of Employment.

(d) Access to shade.

(1) Shade shall be present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80 degrees Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shade shall be located as close as practicable to the areas where employees are working. Subject to the same specifications, the amount of shade present during meal periods shall be at least enough to accommodate the number of employees on the meal period who remain onsite.

Reference: Title 8 CCR Section 3395(b). Definitions.

“Shade” means blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use.

Prior to and during the course of the Division's inspection, including, but not limited to, on July 9, 2020, the employer failed to provide adequate shade for its employees who were working outside rouging, and leveling sunflower fields, in that the employer did not furnish sufficient shade to enable employees using the shade during breaks/meals to maintain a physical distance from coworkers of at least six feet in all directions, thus exposing the employees to unhealthy conditions relating to COVID-19 and deterring or discouraging use of the shade.

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

**Corrected During Inspection
\$5850.00**

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 #: 1483176
Inspection Dates: 07/09/2020 - 08/25/2020
Issuance Date: 08/25/2020
CSHO ID: P7724
Optional Report #: 01-21



Citation and Notification of Penalty

Company Name: Michel Labor Services Inc.
and its successors
Inspection Site: Field 812 Currey and Sievers
Dixon, CA 95620

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

T8 CCR Section (3395)(d)(1). Heat Illness Prevention in Outdoor Places of Employment.

(d) Access to shade.

(1) Shade shall be present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80 degrees Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shade shall be located as close as practicable to the areas where employees are working. Subject to the same specifications, the amount of shade present during meal periods shall be at least enough to accommodate the number of employees on the meal period who remain onsite.

Prior to and during the course of the Division's inspection including but not limited to on July 9, 2020, the employer failed to have and maintain more than one area with shade at all times and as close as practicable while employees were working outdoors rouging and leveling a sunflower field. Specifically the employer did not provide shade that would allow employees to access it at either ends of the sunflower field rows that measured approximately 1278 feet in length

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$5850.00

Joey Crocker Kathy Garner
Compliance Officer / District Manager