

State of California

Department of Industrial Relations
Division of Occupational Safety and Health
Fremont District Office
39141 Civic Center Drive, Suite 310
Fremont, CA 94538
Phone: (510) 794-2521 Fax: (510) 794-3889

Inspection #: 1481792
Inspection Dates: 07/01/2020 - 12/30/2020
Issuance Date: 12/30/2020
CSHO ID: E2672
Optional Report #: 001-21



Citation and Notification of Penalty

Company Name: HGST, Inc.
Establishment DBA: Western Digital Corporation
and its successors
Inspection Site: 5601 Great Oaks Pkwy
San Jose, CA 95119

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

Title 8 CCR Section 3340(c)(2)(A). Accident Prevention Signs.

(c) Classification of signs according to use.

(2) Warning signs.

(A) Warning signs shall be used to indicate a potentially hazardous situation which, if not avoided, could result in death or serious injury.

Prior to and during the course of the inspection, including, but not limited to, on June 30, 2020, the employer failed to have a warning sign at or near the vehicle exit/entrance to the loading dock area located at building #4, to indicate a potentially hazardous situation of pedestrians and vehicles in the same area.

Date By Which Violation Must be Abated:	Corrected During Inspection
Proposed Penalty:	\$900.00

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Citation 1 Item 2 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:

(2) Include a system for ensuring that employees comply with safe and healthy work practices. Substantial compliance with this provision includes recognition of employees who follow safe and healthful work practices, training and retraining programs, disciplinary actions, or any other such means that ensures employee compliance with safe and healthful work practices.

(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 inspection, including, but not limited to, on July 1, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) in that it did not effectively implement methods or procedures to correct unhealthy conditions, work

practices, or work procedures relating to SARS-CoV-2, the virus that causes COVID-19, that affected its employees by failing to implement its virus-specific screening procedures and temperature checks for all employees and visitors entering the facility.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$900.00

Kelly Tatum
Compliance Officer / District Manager