

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Van Nuys District Office  
6150 Van Nuys Blvd, Suite 405  
Van Nuys, CA 91401  
Phone: (818) 901-5403 Fax: (818) 901-5578

**Inspection #:** 1499605  
**Inspection Dates:** 08/26/2020 - 02/19/2021  
**Issuance Date:** 02/19/2021  
**CSHO ID:** D8181  
**Optional Report #:** 009-21



**Citation and Notification of Penalty**

**Company Name:** United Staffing Associates, LLC

**Establishment DBA:**

and its successors

**Inspection Site:** 15765 W telegraph Rd  
Santa Paula, CA 93061

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

14300.31 (a): Covered Employees. (a) Basic requirement. You must record on the Cal/OSHA Form 300 the recordable injuries and illnesses of all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. You also must record the recordable injuries and illnesses that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. If your establishment is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes.

**Employer failed to record in their Cal/OSHA log 300 an employee working for Calavo Growers Inc. with COVID-19.**

<b>Date By Which Violation Must be Abated:</b>	<b>March 23, 2021</b>
<b>Proposed Penalty:</b>	<b>\$425.00</b>

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

3203(a)(4): 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:

**Prior to and during the course of the inspection, including, but not limited to, on 8-26-20, the employer, a provider of temporary employees, failed to conduct regular jobsite inspections for its employees assigned to Calavo Growers, Inc., to identify and evaluate workplace hazards for its employees relating to SARS-CoV-2, the virus that causes COVID-19.**

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

**March 23, 2021**

**Proposed Penalty:**

**\$635.00**

Michael Mendoza      Zulfiqar Merchant  
Compliance Officer / District Manager