

**State of California**

Department of Industrial Relations  
Division of Occupational Safety and Health  
Long Beach District Office  
3939 Atlantic Avenue, Suite 212  
Long Beach, CA 90807  
Phone: (562) 506-0810 Fax: (562) 426-8340

**Inspection #:** 1477773  
**Inspection Dates:** 05/27/2020 - 11/12/2020  
**Issuance Date:** 11/12/2020  
**CSHO ID:** 11001  
**Optional Report #:**



**Citation and Notification of Penalty**

**Company Name:** CitiStaff Solutions Inc  
**Establishment DBA:** and its successors  
**Inspection Site:** 3049 E Vernon Ave  
East Los Angeles, CA 90022

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

T8CCR. 5097(b)(1)

5097. Hearing Conservation Program.

(b) Monitoring.

(1) When information indicates that any employee's exposure may equal or exceed an 8-hour time-weighted average of 85 decibels, the employer shall obtain measurements for employees who may be exposed at or above that level. Such determinations shall be made by December 1, 1982.

**Alleged Violative Condition**

**Prior to and during the course of the Division's inspection, including, but not limited to May 27, 2020, the employer, a provider of temporary employees, failed to obtain measurements for employees who may be exposed at or above an 8-hour time weighted average of 85 decibels when the information indicated that employee exposure at the site location may equal or exceed an 8-hour time-weighted average of 85 decibels.**

**Date By Which Violation Must be Abated:** December 09, 2020  
**Proposed Penalty:** \$795.00

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

T8CCR. 3203(a)

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;

(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.

### **Alleged Violative Description(AVD)**

**Prior to and during the course of the Division's inspection, including, but not limited to, on May 27, 2020, the employer, a provider of temporary employees, failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) in the following instances:**

**Instance 1: The employer failed to effectively identify or evaluate workplace hazards relating to COVID-19 that affected its employees assigned to Smithfield Foods, Inc., including, but not limited to, the following hazards:**

- a) Possibility of contamination of face coverings due to improper handling and storage during breaks in the main outdoor lunch area;**
- b) Failure to provide or ensure the use of face coverings to prevent the release of infectious particles into the air when persons are breathing, speaking, coughing or sneezing;**
- c) Failure to evaluate the possibility of infection of its employees who were assigned to perform the new procedure of screening for signs and symptoms of COVID-19 at the front entrance screening station; and**
- d) Lack of physical distancing or physical barriers among employees, including but not limited to, at the end of the assembly lines where employee were working within six feet of each other conducting operations, including but not limited to, packing "Cold Off" products and moving pork products into large bins (Production Building, End of Pork "Picnic line", First floor).**

[3203(a)(4)]

**Instance 2: The employer failed to effectively implement methods or procedures to correct unhealthy conditions or work practices relating to COVID-19 that affected employees assigned to Smithfield Foods, Inc., including but not limited to:**

- a) Possibility of contamination of face coverings due to improper handling and storage during breaks in the main outdoor lunch area;**
- b) Failure to provide or ensure the use of face coverings to prevent the release of infectious particles into the air when persons are breathing, speaking, coughing or sneezing;**
- c) Failure to evaluate the possibility of infection of its employees who were assigned to perform the new procedure of screening for signs and symptoms of COVID-19 at the front entrance screening station; and**
- d) Lack of physical distancing or physical barriers among employees, including but not limited to, at the end of the assembly lines where employee were working within six feet of each other conducting operations, including but not limited to, packing "Cold Off" products and moving pork products into large bins (Production Building, End of Pork "Picnic line", First floor). [3203(a)(6)]**

Or, in the Alternative to Instances 2b and 2d

T8CCR. 5141 5141.

Control of Harmful Exposure to Employees.

(a) Engineering Controls. Harmful exposures shall be prevented by engineering controls whenever feasible.

**Alleged Violative Description(AVD)**

**Prior to and during the course of the Division's inspection, including but not limited to May 27, 2020, the employer, a provider of temporary employees, failed to prevent harmful exposures of its employees assigned to Smithfield Foods, Inc., to infectious or potentially infectious airborne particles by ensuring the use of engineering controls to prevent the spread of COVID-19, including but not limited to:**

**Instance 1: Face coverings to limit the release of infectious particles into the air when persons are speaking, coughing or sneezing; and**

**Instance2: Plexiglas screens or other physical barriers to limit contact and block potentially infectious particles from being released among employees who were stationed and working within six feet of each other at the following locations, including, but not limited to, at the end of the assembly lines where employees were conducting operations, including but not limited to, packing "Cold Off" products and moving pork products into large bins (Production Building, End of Pork "Picnic line", First floor).**

<b>Date By Which Violation Must be Abated:</b>	<b>November 25, 2020</b>
<b>Proposed Penalty:</b>	<b>\$22950.00</b>

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Citation 3 Item 1 Type of Violation: **Serious**

T8CCR. 3203(a)(7)

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:

(7) Provide training and instruction:

- (A) When the program is first established;
- (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.

**Alleged Violative Description(AVD)**

Prior to and during the course of the Division's inspection, including but not limited to May 27, 2020, the employer, a provider of temporary employees, failed to provide training and instruction to its employees assigned to Smithfield Foods, Inc., regarding the new occupational hazard of COVID-19, including but not limited to, training and instruction on how the virus is spread and measures to avoid infection, signs and symptoms of infection and how to safely use cleaners and disinfectants.

<b>Date By Which Violation Must be Abated:</b>	<b>November 25, 2020</b>
<b>Proposed Penalty:</b>	<b>\$22950.00</b>

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Rosemary Kulp  
Compliance Officer

Hien Le  
District Manager