

**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  
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**Inspection #:** 1479264  
**Inspection Dates:** 06/16/2020 - 12/07/2020  
**Issuance Date:** 12/07/2020  
**CSHO ID:** P7849  
**Optional Report #:** 042-20



**Citation and Notification of Penalty**

**Company Name:** Fresh Harvest, Inc.  
**Establishment DBA:**  
and its successors  
**Inspection Site:** 26600 Encinal Rd.  
Salinas, CA 93908

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

**Title 8 CCR Section 3203(a)(7)(E ): 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.**

Prior to and during the course of this investigation, including but not limited to, on June 16, 2020, the employer failed to implement and maintain an effective Injury and Illness Prevention Program in that the employer failed to provide effective training and instruction readily understandable to all its employees regarding the new occupational hazards of COVID-19, including but not limited to, training on how the virus is spread and measures to avoid infection, the signs and symptoms of infection, and the employer's procedure to control transmission in the workplace.

**Date By Which Violation Must be Abated:** December 21, 2020  
**Proposed Penalty:** \$17100.00

Kelly Tatum  
Compliance Officer / District Manager