

**State of California**

Department of Industrial Relations  
 Division of Occupational Safety and Health  
 Bakersfield District Office  
 7718 Meany Avenue  
 Bakersfield, CA 93308  
 Phone: (661) 588-6400 Fax: (661) 588-6428

**Inspection #:** 1482031  
**Inspection Dates:** 07/06/2020 - 12/11/2020  
**Issuance Date:** 12/11/2020  
**CSHO ID:** U6267  
**Optional Report #:** 042-20

**Citation and Notification of Penalty**

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

**Establishment DBA:**

and its successors

**Inspection Site:** 16070 Wildwood Rd.  
 Wasco, CA 93280

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

**California Code of Regulations, Title 8, Section. 342(a). Reporting Work-Connected Fatalities and Serious Injuries.**

(a) Every employer shall report immediately to the Division of Occupational Safety and Health any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment. The report shall be made by the telephone or through a specified online mechanism established by the Division for this purpose. Until the division has made such a mechanism available, the report may be made by telephone or email.

Immediately means as soon as practically possible but not longer than 8 hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 24 hours after the incident.

Serious injury or illness is defined in section 330(h), Title 8, California Administrative Code.

**Alleged Violation Description (AVD):**

Employer failed to report to the Division a serious illness suffered by an employee admitted into a hospital for a COVID-19 related illness on or about June 16, 2020.

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

**December 30, 2020**  
**\$5000.00**

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

**California Code of Regulations, Title 8, 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.

**Alleged Violation Description (AVD):**

Prior to and during the course of the inspection, including, but not limited to, between May 25, 2020 and June 15, 2020, the employer, a provider of temporary employees, failed to implement and maintain an effective Injury and Illness Prevention Program (IIPP) for its employees assigned to Primex Farms, LLC in the following instances:

Instance 1: The employer failed to effectively identify or evaluate workplace hazards relating to COVID-19, including, but not limited to the 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. [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, including, but not limited to the 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. [3203(a)(6)]

Or, in the Alternative to Instance 2a

**California Code of Regulations, Title 8, Section 5141(a). Control of Hazard Exposure to Employees.**

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

**Alleged Violation Description (AVD):**

Prior to, and during the course of the inspection, including, but not limited to, between May 25, 2020 and June 15, 2020, the employer, a provider of temporary employees failed to prevent harmful exposures of its employees assigned to Primex Farms, LLC 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, face coverings to limit the release of infectious particles into the air when a person breathes, speaks, coughs, or sneezes.

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

**Corrected During Inspection**  
**\$11250.00**

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

**California Code of Regulations, Title 8, Section 3203(a)(7). 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 Violation Description (AVD):**

Prior to and during the course of the inspection, including, but not limited to, June 30, 2020, the employer, a provider of temporary employees, failed to provide training and instruction to its employees assigned to Primex Farms, LLC regarding the new occupational hazard of COVID-19, including but not limited to, training and instruction on how the virus is spread, measures to prevent infection, the signs and symptoms of infection, and how to safely use cleaners and disinfectants.

<b>Date By Which Violation Must be Abated:</b>	<b>Corrected During Inspection</b>
<b>Proposed Penalty:</b>	<b>\$11250.00</b>

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Efren Gomez  
Compliance Officer / District Manager