

**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 #:** 1483470  
**Inspection Dates:** 07/15/2020 - 12/14/2020  
**Issuance Date:** 12/14/2020  
**CSHO ID:** L0323  
**Optional Report #:** 002-21

**Citation and Notification of Penalty**

**Company Name:** HR STAFFING SOLUTIONS INC  
**Establishment DBA:**

and its successors

**Inspection Site:** 3425 E VERNON AVE  
 Los Angeles, CA 90058

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

California Code of Regulations, Title 8, Section 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:

(A) When the Program is first established;

Exception: Those employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with previously existing section 3203.

(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.

**Violation:**

Prior to and during the course of the inspection, the employer failed to conduct regular jobsite inspections to identify and evaluate workplace hazards relating to SARS-CoV-2, the virus that causes COVID-19, including, but not limited to the following:

Instance 1: Lack of physical distancing among employees at the outside under the canopy, during employee appreciation luncheon; in the IQF and Beyond areas where workers were stationed within six feet of each other across the conveyor lines; and during packing operations;

Instance 2: Lack of proper face mask storage and sanitation;

Instance 3: Harmful conditions created by employees in the workplace, such as but not limited to failure to use face coverings in lavatories to limit the release of infectious particles into the air when employees are breathing, speaking, coughing, or sneezing.

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

**January 04, 2021**

**Proposed Penalty:**

**\$1200.00**

**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 #:** 1483470  
**Inspection Dates:** 07/15/2020 - 12/14/2020  
**Issuance Date:** 12/14/2020  
**CSHO ID:** L0323  
**Optional Report #:** 002-21

**Citation and Notification of Penalty**

**Company Name:** HR STAFFING SOLUTIONS INC  
**Establishment DBA:**

and its successors

**Inspection Site:** 3425 E VERNON AVE  
 Los Angeles, CA 90058

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

California Code of Regulations, Title 8, Section 3203(a )(7) Injury and Illness Prevention Program.

(7) Provide training and instruction:

(A) When the program is first established;

Exception: Employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with the previously existing Accident Prevention Program in Section 3203.

(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.

Violation:

Prior to and during the course of the inspection, including, but not limited to, on July 15, 2020, the employer failed to implement and maintain an effective Injury Illness Prevention Program (IIPP) to conduct training with its employees to include information on COVID-19 infection, including but not limited to training and instructions on how the virus is spread, its signs and symptoms, prevention, hygiene and safe work practices, reporting, and the employer's plan to control and prevent transmission.

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

**January 04, 2021**  
**\$18000.00**

\_\_\_\_\_  
 Hien Le  
 Compliance Officer / District Manager