INJURY & ILLNESS PREVENTION PLAN

2017
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¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
Injury and Illness Prevention Program

Company/Organization Name and Address:

ALBA (Agriculture & Land-Based Training Association)
1700 Old Stage Rd, Salinas, CA 93908

Name and Contact Information for Individual Completing this Form:

Name: Nathan Harkleroad (Program Manager)
Email: nathan@albafarmers.org
Office: (831) 758-1469 x11
Fax: (831) 758-3665

Responsibility for Our IIPP [Title 8 California Code of Regulations § 3203(a)(1)]

ALBA Safety Policy Statement:
Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours. Our goal is zero accidents and injuries.

We recognize that the responsibilities for safety and health are shared:

✓ The employer accepts the responsibilities for leadership of the safety and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions.

✓ Supervisors are responsible for developing proper attitude toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.

✓ Employees are responsible for wholehearted, genuine operation of all aspects of the safety and health program-including compliance with all rules and regulations and for continuously practicing safety while performing their duties.

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
Our workplace’s Injury and Illness Prevention Program (IIPP) administrator is¹:

Nathan Harkleroad (Program Manager)
e-mail: nathan@albafarmers.org
(805) 234-0546 (mobile)
(831) 758-1469 (office)

The responsibilities of our IIPP Administrator include (check all that apply):

- Preparing and updating our workplace’s IIPP
- Implementing the provisions in our IIPP.
- Making sure accidents, injuries, illnesses and exposures in our workplace are investigated.
- Conducting regular workplace inspections for hazard identification.
- Taking action to mitigate identified hazards.
- Providing health and safety training to employees.
- Instituting a Health and Safety Committee
- Establishing procedures for employee reporting of workplace hazards, accidents, injuries, illnesses and general safety concerns.
- Other: ______
- Other: ______
- All employees have been told who is in charge of health and safety in our workplace.
  (this is a standard component of employee orientation)

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.
Employee Compliance with Safety Procedures (Title 8 CCR §3203(a)(2))

Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all employees. Supervisors and lead personnel are expected to enforce the rules fairly and uniformly.

All of our permanent and intermittent workers, including supervisors and foremen, are responsible for complying with safe and healthful work practices. Our system of ensuring that all employees comply with these practices includes all of the following checked practices.¹

- Informing employees of the provisions of our IIPP.¹
- Recognizing employees who perform safe and healthful work practices.¹ This recognition is accomplished by: Verbal acknowledgement from executive leadership at Quarterly Safety Meetings of specific staff adherence to best practices or noteworthy efforts to improve workplace safety practices
- Fair and consistent disciplining of employees who fail to comply with safe and healthful work practices.¹ The following outlines our disciplinary process: See: ALBA Safety Disciplinary Policy
- Evaluating the safety performance of all employees. (quarterly Safety Meetings should include managerial review of employee safety performance)
- Providing training to employees whose safety performance is deficient. (based on feedback at quarterly Safety Meetings, specific challenges are addressed with employees and additional training is scheduled as necessary)
- Other systems we have in place to ensure compliance with safety practices:

The responsibilities of all workers include the following checked practices:

- Reporting unsafe conditions, work practices or accidents to their supervisors or the site safety coordinator(s) immediately.
- Following safe work practices.
- Using appropriate personal protective equipment (PPE) as instructed by their supervisors.

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
Communication with Employees About Safety (Title 8 CCR §3203 (a)(3))

All supervisors are responsible for communicating with their all permanent and intermittent workers about occupational health and safety hazards and protections in a manner that is easily understandable by all employees. Our communication system encourages all workers to inform their supervisors about workplace hazards without fear of reprisal.

- We have a communication system that includes all of the following checked items:
  - New employee orientation including a discussion of safety and health policies and procedures and a review of our Injury and Illness Prevention Program.¹
  - A system for employees to anonymously inform management about workplace hazards without fear of reprisal.¹ This system involves: Anonymous ranch safety/suggestion box in public place. Messages get reviewed at safety meetings.
  - Posted or distributed safety information.¹
  - A system to identify any intermittent worker with special communication needs, to ensure the worker understands the safety and health requirements before being assigned to duties exposing them to workplace hazards.
  - Regularly scheduled safety meetings. Our safety meetings are held on the following schedule: The last Friday of February, May, August, November at 3pm. Our safety meetings are held more frequently as deemed necessary by the creation of hazards or the occurrence of injuries and illnesses.
  - Other methods we use to ensure communication with and involvement of employees include: ______
  - Our workplace elects to use a labor/management health and Safety Committee to meet the communication requirements of the IIPP standard. As required, our committee meets regularly (at least quarterly), prepares written records of the safety and health committees’ meetings, reviews results of the periodic scheduled inspections, reviews investigations of accidents and exposures and makes suggestions to management for the prevention of future incidents, reviews investigations of alleged hazardous conditions, and submits recommendations to assist in the evaluation of employee safety suggestions.

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
Hazard Assessment/Inspection (Title 8 CCR §3203(a)(4))

Periodic inspections to identify and evaluate hazards in our worksite will be performed by the following individual(s):

1. Ranch Operations Hazard Assessment: **Gerardo Fuentes (Ranch Manager)**  
   gerardo@albafarmers.org
2. ALBA Organics (Cooler) Hazard Assessment: **Albert Gomez (ALBA Organics Gen. Manager)**  
   albert@albafarmers.org
3. Office/Classroom Hazard Assessment: **Patty Howe (Administrative Director)**  
   patty@albafarmers.org

Periodic inspections are always performed according to the following schedule:

- ☑ When we first established our Illness and Injury Prevention Program.¹
- ☑ Whenever new substances, processes, procedures or equipment are introduced into our worksites that present potential new hazards.¹
- ☑ Whenever new, previously unidentified hazards are recognized.¹
- ☑ Whenever occupational injuries and illnesses occur.¹
- ☑ Whenever workplace conditions warrant an inspection.¹
- ☑ When we hire and/or reassign permanent or intermittent employees to processes, operations, or tasks for which a hazard evaluation has not been previously conducted.¹
- ☐ Other times: ______

Injury and Illness Investigations (Title 8 CCR §3203(a)(5))

Investigations of workplace accidents, injuries, illnesses and hazardous substance exposures will be conducted by: the supervisor that is the closest

Our procedures for investigating accidents, injuries and illnesses and hazardous substance exposures include:

- ☑ Visiting the scene as soon as possible and determining the cause (s) of the injury/illness.¹
- ☑ Interviewing injured employees and witnesses.¹
- ☑ Determining the cause(s) of the accident/exposure.¹
- ☑ Taking corrective action to prevent the accident/exposure from reoccurring.¹
- ☐ Investigating “near miss” incidents when they occur.
- ☑ Recording the findings and actions taken.

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: **ALBA (January 2017)**
Taking photos of the accident scene and the employee(s) involved.

Other: _____

Hazard Correction (Title 8 CCR §3203(a)(6))

Unsafe or unhealthy work conditions, practices or procedures will be corrected in a timely manner based on the severity of the hazards, including:

- When a hazard is observed or as soon as it is discovered.¹
- When an imminent hazard exists which cannot be immediately corrected without endangering employee(s) and/or property, we will remove all exposed employees from the area except those necessary to correct the existing condition. Employees who are required to correct the hazardous condition will be provided with the necessary protection and training.¹
- We have plans/policies (which are attached) for addressing the following specific hazards we have identified in our workplace. Hazard ID form and process is utilized.

(list of hazards, for example, chemicals, noise, workplace violence, etc.)

- Refer to site specific hazard ID

(Plans for addressing these hazards are attached.)

Training and Instruction (Title 8 CCR § 3203(a)(7))

All permanent and intermittent workers, including supervisors, are provided training and instruction on general and job-specific safety and health practices. Training and instruction are provided according to the following schedule:

- When our IIPP was first established.¹
- To all new employees.¹
- To all employees given new job assignments for which training has not previously been provided.¹
- Whenever new substances, processes, procedures, or equipment are introduced into our workplace and represent a new hazard.¹
- Whenever anyone is made aware of a new or previously unrecognized hazard.¹
- To supervisors to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed.¹
- To all employees about the hazards specific to each employee’s job assignment.¹

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
We provide training to employees and supervisors on topics such as but not limited to:

Tractors, Heat Illness, Forklifts, Pallet Jacks, Delivery Driver Road Safety, Office Hazards, Back Safety, First Aid/CPR, Lock Out/Tag Out Program (Well, Tractor, Forklift), Fire Extinguishers, PPE use, Pesticides

The following is a description of how training is conducted:

We use a combination of qualified ALBA staff, private consultants, and appropriate government and municipal employees (e.g., police officer for truck driver training) as trainers. The approach includes classroom presentations, demonstrations, role-playing and is offered bilingually when needed by participants.

- Our workplace safety and health practices for intermittent workers include: N/A
- Explanation of our IIPP program, emergency action and heat illness prevention plan.
- Use of appropriate clothing, including gloves, footwear, and personal protective equipment.
- Prevention of musculoskeletal disorders, including proper lifting techniques.
- Information about chemical hazards to which workers could be exposed and other hazards communication program information.¹
- Availability of toilet, hand-washing and drinking water facilities.
- Provisions for medical services and first aid, including emergency procedures.
- In addition, we train all workers about the checked applicable items found in the attached List of Training Subjects.

Recordkeeping and Documentation (Title 8 CCR 3203 (b))

☐ Our workplace has more than ten employees and so maintains the following records to help us effectively implement our IIPP: (If you have checked this box, the following documentation is required.)
  ☒ Records of scheduled and periodic inspections (to identify unsafe conditions and work practices, including the names of the person(s) conducting the inspection, the unsafe conditions and the work practices that have been identified, as well as the action(s) taken to correct the identified unsafe conditions and work practices). These records are maintained for at least one (1) year.¹
  ☒ Documentation of our safety and health training for each worker, including their name, training date(s), types of training and the name(s) of our training provider(s).¹

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: ALBA (January 2017)
☐ Our workplace has fewer than ten workers, including managers and supervisors, and so we maintain inspection records only until the hazard is corrected and only maintain a log of instructions to workers with respect to their job assignments when they are first hired or assigned new duties.

☐ We are a local government entity (county, city district or other public agency) and are therefore not required to keep written records of the steps take to implement and maintain our IIPP.

The master copy of this IIPP can be found at: ALBA Office

Other copies of the IIPP can be found at: via email upon request (nathan@albafarmers.org)

**List of Training Topics**

We train our workers about the following training subjects (all certification and training documentation is held in our records):

- Safe practices for operating any agricultural equipment, including procedures for cleaning, repairing and adjusting.¹
- Electrical hazards.¹
- Heat Illness Prevention.¹
- Ergonomic hazards, including proper lifting techniques and working on ladders or in a stooped posture for long periods at one time.
- Hazardous chemical exposures.¹
- Guarding belts and pulleys, gears and sprockets and conveyor nip points.
- Lock-out/tag-out procedures.
- Other job-specific hazard (explain) Forklift and Pallet Jack Training/Certification
- Other job-specific hazard (explain) First-Aid/CPR
- Other job-specific hazard (explain) Truck Driver Safety
- Other job-specific hazard (explain) Fire Extinguisher Safety
- Other job-specific hazard (explain) ______
- Other job-specific hazard (explain) _____

¹This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Injury and Illness Prevention Programs for Agriculture: **ALBA (January 2017)**
APPENDIX:

Worker Safety Policy

ALBA is committed to implement disciplinary action when farmers, staff, and visitors violate worker safety policies and practices. ALBA maintains a list of the main threats by department to worker safety. When worker safety is violated by farmers or staff disciplinary actions ensue.

Violation of Worker Safety Procedure

When a grower or ALBA employee is observed committing a worker safety violation, the following disciplinary actions ensue:

- **ALBA Staff**—have been trained to monitor each other. If a worker safety violation is observed, the violator and his or her supervisor is immediately informed of the violation verbally, retrained, and a citation is issued by the supervisor. This citation goes into the employee’s personnel file. If the worker safety violation is serious—as deemed by the supervisor—or repeated, the supervisor can dismiss the employee from work for the rest of the day. If three warnings are documented on the same topic by the employee within a calendar year, there will be grounds for dismissal of employment.

- **Growers** are immediately informed of the violation verbally, retrained, and issued a citation. If three warnings are documented on the same topic by the same farmer within a 12 month lease term, their acreage will be decreased with possibility of no lease renewal. The Farmer Citation Log provides a summary of the citations issued and can be sorted by topic (food safety, worker safety, lease violation) and violator.