

U.S. Department of Labor
Occupational Safety and Health Administration
299 Cherry Hill Road
Suite 103
Parsippany, NJ 07054
Phone: (973)263-1003 FAX: (215)597-1956



Citation and Notification of Penalty

To:
Unifirst Corporation
and its successors
190 Fairfield Ave
West Caldwell, NJ 07006
Attention: Ryan Barry, Branch Manager
Inspection Site:
190 Fairfield Ave
West Caldwell, NJ 07006

Inspection Number: 315956458
Inspection Date(s): 11/03/2011-12/08/2011
Issuance Date: 04/30/2012

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be

submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5 Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.

Penalty Payment - Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to "DOL-OSHA". Please indicate the Inspection Number on the remittance.

OSHA does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violation which you do not contest, you are required by 29 CFR 1903.19 to submit an Abatement Certification to the Area Director of the OSHA office issuing the citation and identified above. The certification must be sent by you within 10 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citations states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by 29 CFR 1903.19 to be sent to OSHA, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Notice to Employees - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.

ABATEMENT CERTIFICATION

Kris Hoffman, Area Director
U.S. Department of Labor - OSHA
299 Cherry Hill Road
Suite 103
Parsippany, NJ 07054
Phone: (973)263-1003

Unifirst Corporation
190 Fairfield Ave
West Caldwell, NJ 07006

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
by _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
by _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
by _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
by _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
by _____.

I attest that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 04/30/2012. The conference will be held at the OSHA office located at 299 Cherry Hill Road, Suite 103, Parsippany, NJ, 07054 on _____ at _____. Employees and/or representatives of employees have a right to attend an informal conference.



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

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

29 CFR 1910.36(d)(1): An emergency exit door was not unlocked:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

An emergency exit door leading from the Warehouse Loading Dock to a northwest exterior sidewalk leading to Fairfield Ave. was locked.

Violation observed on 11-22-11

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 5000.00

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

29 CFR 1910.157(g)(1): An educational program was not provided for all employees to familiarize them with the general principles of fire extinguisher use and the hazards involved with incipient stage fire fighting:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

Route sales representative (drivers) are provided one fire extinguisher in their truck, and Warehouse Dock workers are provided three fire extinguishers on the Warehouse Loading Dock. These employees however were not trained in the general principles of fire extinguisher use and the hazards involved with incipient stage fire fighting.

Violation determined on 11-3-11

NOTE: One means of abatement is compliance with the OSHA Emergency Action Plan standard, 29 CFR 1910.38.

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 7000.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for illness.

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

29 CFR 1910.1025(h)(1): All surfaces were not maintained as free as practicable of accumulations of lead:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

Route sales representatives (drivers) were required to pick up soiled and potentially lead contaminated laundry from a client facility called Covanta, and the Dock workers entered the trucks and sorted said laundry into the 63/35 bins.

- a) Truck #6 had lead contamination on the truck floor of approximately 209.6 ug/ft².
- b) The floor in the area of the 65/35 bins had lead contamination of approximately 513 ug Pb/ ft².

Violation determined on 11-3-11

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 4000.00



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

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

29 CFR 1910.1025(l)(1)(i): Employee(s) working in an area where there is potential exposure to airborne lead at any level were not informed of the content of Appendices A and B of this regulation:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

a) Route sales representatives (drivers) were required to pick up soiled and potentially lead contaminated laundry from a client facility called Covanta. These employees however were not provided with any training on the health hazards of lead.

b) Dock workers were required to work with potentially lead contaminated soiled laundry that came from a client facility called Covanta. These employees however were not provided with any training on the health hazards of lead.

Violation determined on 11-3-11

Date By Which Violation Must be Abated: 05/24/2012



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

Citation 1 Item 4 Type of Violation: **Serious**

29 CFR 1910.1030(d)(3)(ix): Gloves were not worn when it was reasonably anticipated that the employee might have had hand contact with blood or other potentially infectious materials, mucous membranes, or nonintact skin:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

Dock workers were required to take loose soiled non-medical laundry mixed with loose soiled medical laundry that is potentially blood contaminated laundry. these dock workers were not provided with personal protective equipment including, but not limited to, gloves.

Violation determined on 11-8-11.

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 5000.00



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

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

29 CFR 1910.1030(d)(2)(i): Engineering and/or work practice controls were not used to eliminate or minimize employees' occupational exposure:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

- a) Route sales representatives (drivers) who pick up soiled and potentially blood contaminated laundry, with the potential to harbor sharps such as blood contaminated syringe needles, were not provided engineering controls to minimize their physical contact with said laundry. Specifically, the employer did not provide biohazard labeled nylon bags and water soluble liners onto the clients laundry bins.
- b) Dock workers were required to take loose soiled non-medical laundry mixed with loose soiled medical laundry that the route sales representatives (drivers) collect, and manually separate the soiled medical laundry from the non-medical whites laundry. They placed the medical laundry into the soiled medical laundry container, and non-medical laundry into the respective cages or bins. The medical laundry is potentially blood contaminated laundry, with the potential to harbor sharps such as blood contaminated syringes.

Violation determined on 11-3-11

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 55000.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

Citation 2 Item 2 Type of Violation: **Willful**

29 CFR 1910.1030(f)(2)(i): Hepatitis B vaccination was not made available after the employee had received the training required in 29 CFR 1910.1030(g)(2)(vii)(I) or within 10 working days of initial assignment to employees who had occupational exposure to blood or other potentially infectious materials;

Workplace, 190 Fairfield Avenue, Fairfield, NJ

- a) The employer directs route sales representatives aka drivers to pick up soiled and potentially blood contaminated laundry with the potential to harbor sharps such as contaminated syringe needles. There are five (5) Route Sales Representatives (drivers) who had not been offered the Hepatitis B vaccine from 12 months to 2 months after being assigned to work.

- b) The employer requires dock workers to take loose soiled laundry and/or non-medical laundry mixed with loose soiled medical laundry that the route sales representatives (drivers) collect, and manually separate the soiled medical laundry from the non-medical whites laundry. There are two (2) Warehouse Dock Workers who had not been offered the Hepatitis B vaccine from 12 months to 5 weeks after being assigned to work.

Violation determined on 11-3-11

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 55000.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for illness.

Citation 2 Item 3a Type of Violation: **Willful**

29 CFR 1910.1030(g)(2)(ii)(A): The employer did not ensure that training was provided to employees with occupational exposure at the time of initial assignment to tasks where occupational exposure might take place:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

- a) Route sales representatives (drivers) who the employer determined have occupational exposure to bloodborne pathogens were not provided with any training in bloodborne pathogens.
- b) Warehouse Dock workers who the employer determined have occupational exposure to bloodborne pathogens were not provided with any training in bloodborne pathogens.

Violation determined on 11-3-11

Date By Which Violation Must be Abated:	05/24/2012
Proposed Penalty:	\$ 55000.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006

Citation 2 Item 3b Type of Violation: **Willful**

29 CFR 1910.1030(g)(2)(iv): Annual training for employees with occupational exposure was not provided within one year of their previous training:

Workplace, 190 Fairfield Avenue, Fairfield, NJ

Route sales representatives (drivers) who the employer determined have occupational exposure to bloodborne pathogens were not provided with annual training within one year of their previous training.

Violation determined on 11-3-11

Date By Which Violation Must be Abated: 05/24/2012

A handwritten signature in black ink, appearing to read "Kris Hoffman". The signature is written in a cursive style with a long, sweeping tail.

Kris Hoffman
Area Director

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration
299 Cherry Hill Road
Suite 103
Parsippany, NJ 07054
Phone: (973)263-1003 FAX: (215)597-1956
OSHA Website Address: <http://www.osha.gov>



INVOICE/ DEBT COLLECTION NOTICE

Company Name: Unifirst Corporation
Inspection Site: 190 Fairfield Ave, West Caldwell, NJ 07006
Issuance Date: 04/30/2012

Summary of Penalties for Inspection Number 315956458

Citation 1, Serious	= \$	21000.00
Citation 2, Willful	= \$	165000.00
TOTAL PROPOSED PENALTIES	= \$	186000.00

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to:
"DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance.

OSHA does not agree to any restrictions or conditions put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions or conditions do not exist.

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest. Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is 5%. Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you

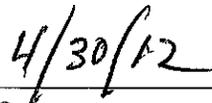
file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges. A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs. Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.



Kris Hoffman
Area Director



Date