

U.S. Department of Labor Occupational Safety and Health Administration
299 Cherry Hill Road,
Suite 103
Parsippany, NJ 07054
Phone: 973-263-1003 Fax: 973-299-7161



02/23/2015

EP Heller Company
21-25 Samson Avenue
Madison, NJ 07940

Dear Employer,

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000) revised 1990, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dated together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

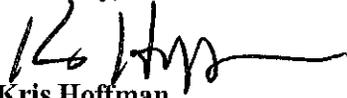
As indicated on page 8 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

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 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 the citation. The running of this contest period is not interrupted by an informal conference. You must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of 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.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of 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.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kris Hoffman', with a long horizontal flourish extending to the right.

Kris Hoffman
Area Director

Enclosures

U.S. Department of Labor

Occupational Safety and Health Administration
299 Cherry Hill Road
Suite 103
Parsippany, NJ 07054
Phone: 973-263-1003 Fax: 973-299-7161



Citation and Notification of Penalty

To:
EP Heller Company
21-25 Samson Avenue
Madison, NJ 07940

Inspection Number: 999306
Inspection Date(s): 10/08/2014 - 02/03/2015
Issuance Date: 02/23/2015

Inspection Site:
21-25 Samson Avenue
Madison, NJ 07940

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 either call to schedule an informal conference (see paragraph below) or** 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 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. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$50,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide ***abatement certification*** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that ***abatement documentation*** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 02/23/2015. The conference will be held by telephone or 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.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 999306

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940
Issuance Date: 02/23/2015

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 299 Cherry Hill Road, Suite 103, Parsippany, NJ 07054**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

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

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 999306
Inspection Date(s): 10/08/2014 - 02/03/2015
Issuance Date: 02/23/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

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

29 CFR 1910.134(c): The employer did not develop and implement a written respiratory protection program with required worksite-specific procedures and elements for required respirator use:

a) Dry Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The employer failed to develop and implement a written respiratory protection program for employees exposed to carbide steel dust required to wear Uline brand N95 filtering face pieces during dry grinding operations.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:
Proposed Penalty:

03/19/2015
\$3500.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.134(e)(1): The employer did not provide a medical evaluation to determine the employee's ability to use a respirator, before the employee was fit tested or required to use the respirator in the workplace:

a) Dry Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The employer failed to provide medical evaluations for workers exposed to carbide steel dust and required to wear Uline brand N95 filtering face pieces during dry grinding operations.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

03/19/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.134(f)(2): Employee(s) using tight-fitting facepiece respirators were not fit tested prior to initial use of the respirator:

a) Dry Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The employer failed to fit test workers exposed to carbide steel dust and are required to use Uline brand N95 filtering face pieces during dry grinding operations.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

03/19/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.134(k)(3): Training was not provided prior to requiring employees to use a respirator in the workplace:

a) Dry Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The employer failed to train workers exposed to carbide steel dust and are required to use Uline brand N95 filtering face pieces during dry grinding operations.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

03/19/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

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

29 CFR 1910.215(a)(4): Grinding machinery was not used with work rest(s) to support offhand grinding work:

a) Adjacent to Keller Area, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The abrasive wheels on both sides of the pedestal grinder was not provided with work rests to support offhand grinding work. Employee uses grinder for cleanup of oxide from the product.

Observed on or about 10/8/2014.

Date By Which Violation Must be Abated:
Proposed Penalty:

04/09/2015
\$3500.00



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.215(b)(9): Guard for abrasive wheel machine where the operator stands in front of the machine was not constructed so that the peripheral protecting member could be adjusted to the constantly decreasing diameter of the wheel:

a) Adjacent to Keller Area, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

Tongue guards were not provided on pedestal grinder. Employee uses grinder for cleanup of oxide from the product.

Observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

04/09/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

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

29 CFR 1910.305(b)(1): Unused openings in boxes, cabinets, or fittings were not effectively closed:

a) Maintenance Area, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

Employees were exposed to electrical shock hazards in that blanks were missing from a 120 Volt panel box.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:
Proposed Penalty:

03/19/2015
\$4200.00



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.305(b)(1)(i): Openings through which conductors entered cutout boxes, cabinets, or fittings were not effectively closed:

a) CNC Area, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

Employees working on the CNC Area metal grinder were exposed to 120 Volt live electrical wiring in that the grinder's wire nuts were not properly enclosed in boxes.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

03/19/2015

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 999306
Inspection Date(s): 10/08/2014 - 02/03/2015
Issuance Date: 02/23/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.305(g)(1)(iv)(A): Flexible cords and/or cables were used as a substitute for the fixed wiring of a structure:

a) Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

An extension cord was used instead of permanent wiring to power a 120 Volt fluorescent lighting fixture.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:
Proposed Penalty:

03/19/2015
\$2800.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

Citation 1 Item 5 a Type of Violation: **Serious**

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and/or maintain at the workplace a written hazard communication program which describes how the criteria specified in 29 CFR 1910.1200(f), (g), and (h) will be met:

a) Metal Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

The employer did not develop and implement a written hazard communication program for workers performing grinding operations exposed to carbon steel dust containing chemicals to include but not limited to chromium, zinc, and nickel.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated: 03/19/2015
Proposed Penalty: \$3500.00



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

Citation 1 Item 5 b Type of Violation: **Serious**

29 CFR 1910.1200(h)(1): Employers did not provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new physical or health hazard the employees had not previously been trained about was introduced into their work area:

a) Metal Grinding Areas, Factory Floor, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

Employees performing grinding operations were not trained on the hazards of carbon steel dust which contains chemicals to include, but not limited to, chromium, zinc, and nickel.

Condition observed on or about 10/8/2014.

Date By Which Violation Must be Abated:

03/19/2015



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

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

29 CFR 1910.219(d)(1): Pulley(s) with part(s) seven feet or less from the floor or work platform were not guarded in accordance with the requirements specified in 29 CFR 1910.219(m) and (o):

Factory Floor Grinding Machines, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

- a) CNC Area: Employees operated a grinder in which they were exposed to an unguarded pulley on the grinder motor.
- b) Hand Grinding Area: Employees operated grinders with metal and cardboard guards that were inadequate in that the guards did not fully enclose the exposed pulleys.

Conditions observed on or about 10/8/2014.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	03/19/2015
Proposed Penalty:	\$38500.00



Citation and Notification of Penalty

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940

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

29 CFR 1910.219(e)(3)(i): Vertical or inclined belt(s) were not enclosed by guard(s) conforming to the requirements specified at 29 CFR 1910.219(m) and (o):

Factory Floor Grinding Machines, EP Heller Company, 21-25 Samson Avenue, Madison, NJ 07940.

a) CNC Area: Employees operated a grinder in which they were exposed to an unguarded belt on the grinder motor.

b) Hand Grinding Area: Employees operated grinders with metal and cardboard guards that were inadequate in that the guards did not fully enclose the exposed belts.

Conditions observed on or about 10/8/2014.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

03/19/2015

A handwritten signature in black ink, appearing to read "Kris Hoffman", written over a horizontal line.

Kris Hoffman
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
299 Cherry Hill Road
Suite 103
Parsippany, NJ 07054
Phone: 973-263-1003 Fax: 973-299-7161



INVOICE / DEBT COLLECTION NOTICE

Company Name: EP Heller Company
Inspection Site: 21-25 Samson Avenue, Madison, NJ 07940
Issuance Date: 02/23/2015

Summary of Penalties for Inspection Number	999306
Citation 1, Serious	\$17500.00
Citation 2, Willful	\$38500.00
TOTAL PROPOSED PENALTIES	\$56000.00

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. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$50,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment 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

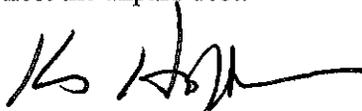
account, the bank will attempt to make the transfer up to 2 times.

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.

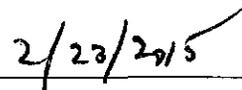
Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). 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