

**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



08/04/2015

G & F Recycling and Salvage, Inc.  
142 Frelinghuysen Ave  
Newark, NJ 07114

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.

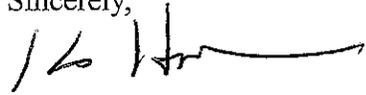
As indicated on page 8 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

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](http://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



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## Citation and Notification of Penalty

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**To:**  
G & F Recycling and Salvage, Inc.  
and its successors  
142 Frelinghuysen Ave  
Newark, NJ 07114

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015

**Inspection Site:**  
142 Frelinghuysen Ave  
Newark, NJ 07114

*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.*

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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](http://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 \$25,000 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](http://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 08/04/2015. 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: 1037474**

Company Name: G & F Recycling and Salvage, Inc.  
Inspection Site: 142 Frelinghuysen Ave, Newark, NJ 07114  
Issuance Date: 08/04/2015

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  
\_\_\_\_\_  
Typed or Printed Name  
\_\_\_\_\_  
Date  
\_\_\_\_\_  
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



### Citation and Notification of Penalty

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to struck by hazards from vehicles/equipment to include but not limited to garbage trucks, wheel loaders and forklifts:

Workplace, 142 Frelinghuysen Ave, Newark, NJ, Main Building, Single Stream Paper Raw and Finished Materials Storage Areas and Yard, Commingled Materials Raw and Finished Materials Storage Yard

- a) On or about 05/21/2015 employees performing cleaning, sorting, bail repackaging, mechanical, and administrative duties, were exposed to the hazard of being struck when working and walking in limited work space shared with recycling refuse collection and materials handling equipment including Mack garbage trucks, Caterpillar wheel loaders and a Caterpillar powered industrial truck. Areas where these vehicles operate and employees walk and work include: the area between the Loading Dock columns or walls and the tipping pile of raw paper moved by an excavator with a width of approximately 19 feet; the area between the Single Stream Paper processing line and the loading dock which has a width and span of approximately 20 feet by 50 feet; and the area between the paper bailer and comingled bailer that spans approximately 21 feet by 40 feet with a portion limited to a span of approximately 9 feet where a wall perpendicular to this span is located.
- b) On or about 05/21/2015 employees performing cleaning, sorting, bail repackaging, mechanical, and administrative duties, were exposed to the hazard of being struck when working and walking in areas where Caterpillar wheel loaders which were damaged and/or in disrepair were operated. The 902 Caterpillar wheel loader serial number 7ES00473 was operated with the following damage and malfunctioning devices: broken off/missing left and right rear view mirrors; front window was broken with spider type glass break obstructing the operator's view; rear window was broken with spider type glass break obstructing the operator's view; warning horn on the steering wheel non operative; one of the two front lights that illuminate the operator's front view was broken; front windshield wiper did not work and the rear windshield wiper was not functioning and missing. In addition, a seat belt was available but not used by the operator.

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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The 902 Caterpillar wheel loader serial number 7ES00471 was operated with the following damage and malfunctioning devices: no external side rear view mirrors to assist the operator in rear view operation; missing left front light that illuminates operator's front view; spider type glass break obstructing the operator's view and a damaged door that would not close properly reducing the operator's protection. In addition, a seat belt was available but not used by the operator.

The 924G Caterpillar wheel loader serial number HDDA82723 was operated with the following damage and malfunctioning devices: front right light signal lamp was broken off the main light assembly and the front left light was broken wrapped in tape and did not function. In addition, a seat belt was available but not used by the operator.

Among others, feasible and acceptable means of abatement are to follow ANSI Z245.42-2012, American National Standard for Equipment Technology and Operations for Waste and Recycling Materials - Waste Transfer Station - Safety Requirements to include but not limited to:

1. Perform a hazard assessment,
2. Develop and implement a plan for the management of all vehicular traffic within the facility,
3. Implement hazard controls such as but not limited to barriers, warning devices, and spatial separation to minimize the risk of employees being struck by moving vehicles,
4. Provide information and training to all exposed employees of the hazards and control measures of vehicular traffic,
5. Provide a spotter to direct the operators of the above referenced vehicles and employees during all instances employees walk and work near said vehicles,
6. Maintain heavy equipment vehicles including but not limited to the loaders according to manufacturer's specifications.
7. Train employees to recognize the importance of wearing high-visibility clothing and enforce company safety rules that require employees to wear such clothing.

### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$4900.00

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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

29 CFR 1910.23(c)(1): Open-sided floors and/or platforms four feet or more above adjacent floor or ground level were not guarded with standard railings (or equivalent) and toeboards: Note: Toeboards are only required when persons can pass, there is moving equipment or there is equipment with which falling materials could create a hazard.

Workplace, 142 Frelinghuysen Ave, Newark, NJ, Second Floor Commingled Recycling Line

Employees were exposed to fall hazards while walking and working on the platform walkways East of the interior commingled recycling line and the platform walkway that leads to the input conveyor to the beginning of the commingled processing line. On the North side of these walkways, there was an open sided floor with a fall hazard of approximately 7 feet to the pile of plastics on the ground level below. On the South side of these walkways, there was an open sided floor with a fall hazard of approximately 11 feet to concrete below.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3500.00



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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

29 CFR 1910.23(c)(2): Runways four feet or more above floor or ground level were not guarded by standard railings (or the equivalent):

Workplace, 142 Frelinghuysen Ave, Newark, NJ, Paper Line Output Conveyor

a) A worker climbed onto and walked on the conveyor to clear a jam that stopped the line from running. The conveyor had no guardrails or railings to protect employees from falling approximately 22 feet to the concrete floor below.

Violation occurred on or about 3/12/2015

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$4900.00

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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

29 CFR 1910.36(g)(1): The ceiling of an exit route was not at least seven feet six inches (2.3 m) high:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) Workers in the Aluminum Can Picking Line Station have one of two egress pathways under a recycling plastics materials hopper and eventually to the front of the building and the Stanton St. refuge area. The recycling materials hopper South projection limits the height of this egress to approximately 4 1/2 feet from the ground.

b) Workers in the Aluminum Can Picking Line Station, have one of two egress pathways under a recycling materials hopper to the exterior commingled material bays and input hoppers, and then back around the hopper under a second North projection and eventually through the main building to the Stanton St. refuge area. The North recycling plastics hopper projection limits the height of this egress pathway to 4 1/2 feet.

Violation occurred on or about 3/19/2015

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$3500.00



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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

29 CFR 1910.36(g)(2): Exit access(es) were not at least 28 inches (71.1 cm) wide at all points:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

- a) The egress from the South end of the Second Floor Commingled Sorting Line where employees clean around the input conveyor at the beginning of the line, to the two parallel stairways that lead to the yard and to the Stanton St. refuge area, was obstructed by three conveyor equipment covers or protrusions limiting the egress to 22 inches, 24 inches, and 20 inches, respectively.
- b) The egress pathway from the Aluminum Can Picking Line Station to the Commingled Yard where the materials bays and commingled input are located was obstructed by motors and conveyor equipment limiting the width to 8 inches.
- c) The egress pathway from the Commingled Yard where the materials bays and commingled input was located back under the North side of the recycling plastics hopper and conveyor and through an opening in the yard wall was obstructed to 15 inches and 20 inches, respectively.

Violations occurred on or about 2-12-15 and 3/19/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

08/28/2015  
\$3500.00



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 6** Type of Violation: **Serious**

29 CFR 1910.37(a)(3): Exit route(s) were not kept free and unobstructed:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) Exit routes were not maintained for employees working on the Second Floor Single Stream Recycling Line Platform.

1. The egress from the north exit routes, the West ladder and middle and East stairway, to the ground floor area leading to the front of the facility to Stanton St., was blocked by pallets of compressed cardboard.
2. The egress from Southwest exit route stairway to the truck scale and pathway to Stanton St., was obstructed by approximately 3 feet of recycling debris.
3. The egress from the South middle ladder exit route to the ground floor area leading to the front of the facility to Stanton St. was blocked by debris collected inside of the ladder cage to the 2nd floor level.
4. The egress from the Southeast ladder exit route to the ground floor area leading to the front of the facility to Stanton St. was blocked by debris at the bottom of the ladder cage.

b) Exit routes were not maintained for employees working on the Second Floor Commingled Glass, Metal and Plastic Recycling Line Platform.

1. The Northeast stairway leading to and from the employee break room to the second floor comingled line was obstructed by a small amount of debris and materials at the base of stairway.
2. The Southeast stairway abutting the interior West wall of the main building was obstructed by approximately 6 feet of recycling debris.
3. The Southeast stairway immediately adjacent to the stairway referenced in f) above, abutting the

See pages 1 through 4 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

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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exterior West wall of the main building, was obstructed by approximately 6 feet of recycling debris.

c. Exit routes were not maintained for employees working on the Aluminum Can Picking Line Station and the Outdoor Comingled Tipping Floor. The egress route to the Stanton St. refuge location was completely blocked by recycling debris piled approximately 10 feet high.

Violations occurred on or about 2/12/2015 and 3/19/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$4900.00

See pages 1 through 4 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

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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Citation 1 Item 7 Type of Violation: **Serious**

29 CFR 1910.37(b)(2): Each exit was not clearly visible and marked by a sign reading "Exit":

Workplace, 142 Frelinghuysen Ave, Newark, NJ, Second Floor Commingled Line

a) One of the two egress routes for employees is through the break room door to the main building then out to the Stanton St. refuge area. The employee break room door was not marked with an exit sign.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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#### Citation 1 Item 8 Type of Violation: **Serious**

29 CFR 1910.95(c)(1): The employer did not administer a continuing, effective hearing conservation program as described in 29 CFR 1910.9(c) through (o) whenever employee noise exposures equal or exceed an 8-hour time-weighted average sound level of 85 decibels measured on the A scale, or equivalently a dose of fifty percent:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

- a) An employee working as a commingled recycling materials sorter was exposed to continuous noise levels at 131.3% of the permissible daily noise exposure (8 hour Time Weighted Average sound level of 90dBA) which is 1.31 times the allowable exposure limit. The action level (AL) is 85 dBA. The equivalent sound level of the measured dose is 91.9 dBA. Sampling was performed for 421 minutes on 03/19/15 with the unsampled portion of time considered to represent zero for the exposure calculation.
- b) An employee working as a commingled recycling materials sorter was exposed to continuous noise levels at 155.5% of the permissible daily noise exposure (8 hour Time Weighted Average sound level of 90dBA) which is 1.55 times the allowable exposure limit. The action level (AL) is 85 dBA. The equivalent sound level of the measured dose is 93.18 dBA. Sampling was performed for 419 minutes on 03/19/15 with the unsampled portion of time considered to represent zero for the exposure calculation.
- c) An employee working as a commingled recycling materials sorter was exposed to continuous noise levels at 83.4% of the permissible daily noise exposure (8 hour Time Weighted Average sound level of 90dBA) which is 0.83 times the allowable exposure limit. The action level (AL) is 85 dBA. The equivalent sound level of the measured dose is 88.69 dBA. Sampling was performed for 419 minutes on 03/19/15 with the unsampled portion of time considered to represent zero for the exposure calculation.
- d) An employee working as a commingled recycling materials sorter on the aluminum sorting conveyor station was exposed to continuous noise levels at 265% of the permissible daily noise exposure (8 hour Time Weighted Average sound level of 90dBA) which is 2.65 times the allowable exposure limit. The action level (AL) is 85 dBA. The equivalent sound level of the measured dose is 97.0 dBA. Sampling

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

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**Issuance Date:** 08/04/2015



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**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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was performed for 390 minutes on 03/19/15 with the unsampled portion of time considered to represent zero for the exposure calculation.

The employer shall implement a comprehensive hearing conservation program whenever employee noise exposures equal or exceed the action level. A hearing conservation program shall include at a minimum the following items:

- 1) Exposure Monitoring
- 2) Availability and use of hearing protection
- 3) Annual audiometric testing and evaluation
- 4) Annual employee training
- 5) Recordkeeping

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$3500.00

See pages 1 through 4 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

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**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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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 9 a** Type of Violation: **Serious**

29 CFR 1910.134(c)(1): A written respiratory protection program that included the provisions in 29 CFR 1910.134(c)(1)(i) - (ix) with worksite specific procedures was not established and implemented for required respirator use:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

The employer had not established and implemented a written respirator program for employees working on the Single Stream Paper Line and the Commingled Line required to wear N-95 filtering facepiece respirators.

Violation occurred on or about 3/12/2015 and 3/19/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

08/28/2015  
\$2100.00

See pages 1 through 4 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

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**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 9 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:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

The employer failed to provide medical evaluations for employees required to wear N-95 filtering facepiece respirators while working on the Single Stream Paper Line and the Commingled Line.

Violation occurred on or about 3/12/2015 and 3/19/2015

Date By Which Violation Must be Abated:

08/28/2015

See pages 1 through 4 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

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 9 c** Type of Violation: **Serious**

29 CFR 1910.134(f)(1): The employer did not ensure that employee(s) required to use a tight-fitting facepiece respirator passed the appropriate qualitative fit test (QLFT) or quantitative fit test (QNFT):

Workplace, 142 Frelinghuysen Ave, Newark, NJ

The employer failed to provide fit tests for workers on the Single Stream Paper Line and the Commingled Line required to wear N-95 filtering facepiece respirators.

Violation occurred on or about 3/12/2015 and 3/19/2015

Date By Which Violation Must be Abated:

08/28/2015

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 10** Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(i): Procedures were not utilized for the control of potentially hazardous energy when employees were engaged in activities covered by this section:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

- a) Employees enter the Green Machine Single Stream Paper Recycling star screens, to manually remove accumulated material that jams the star screens. The employer did not utilize procedures to protect the employees from injury or death from startup of the machine while they were kneeling and walking on the star screens to clean out the debris. The lead sorter who enters the star screen removes the control panel key but does not apply a lock. The other employees that enter do not apply their own locks.
- b) Employees enter the Green Machine Commingled Recycling glass breaker to manually remove accumulated material that jams the glass breaker teeth. The employer did not utilize procedures to protect the employees from injury or death from startup of the machine while they were kneeling and walking on the glass breaker teeth to clean out the debris. The lead sorter who enters the star screen shuts off the local switch, posts an employee at the control panel but does not apply a lock. Other employees involved in the cleanout do not apply their own locks.
- c) Employees repairing the Commingled Line rotating trommel sieve stabilizer wheels do not utilize procedures to protect the employees from injury from startup of the trommel and stabilizer wheels.

Violations occurred on or about 3/12/2015 and 3/19/2015

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$4900.00

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 11** Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(ii)(B): The energy control procedures did not clearly and specifically outline the steps for shutting down, isolating, blocking and securing machines or equipment to control hazardous energy:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

- a) Employees enter the Green Machine Single Stream Paper Recycling star screens, to manually remove accumulated material that jams the star screens. The company energy control procedure did not clearly and specifically outlines the steps for shutting down, isolating, and securing the machine prior to such maintenance activity.
- b) Employees enter the Green Machine Commingled Recycling glass breaker to manually remove accumulated material that jams the glass breaker teeth. The company energy control procedure did not clearly and specifically outlines the steps for shutting down, isolating, and securing the machine prior to such maintenance activity.
- c) Employees repair the Commingled Line rotating trommel sieve stabilizer wheels without the use of an energy control procedure that clearly and specifically outlines the steps for shutting down, isolating, and securing the machine prior to such maintenance activity.

Violations occurred on or about 3/12/2015 and 3/19/2015

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$4900.00

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 12** 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 firefighting:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) The employer provided fire extinguishers for use by employees where bails of paper are stored or where materials are sorted on conveyors. Workers were not trained on fire extinguisher use and the hazards involved with incipient stage firefighting.

Violation occurred on or about 2/12/2015

Abatement Note: One method of abatement is training the employees in immediate evacuation according to the requirements outlined in 29 CFR 1910.38.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$3500.00



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 13** Type of Violation: **Serious**

29 CFR 1910.178(l)(1)(i): The employer did not ensure that each powered industrial truck operator is competent to operate a powered industrial truck safely, as demonstrated by the successful completion of the training and evaluation specified in this paragraph (l):

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) The employer did not ensure that employees operating powered industrial trucks including a Caterpillar Model # DP 25 K to move materials including palletized bails of recycled materials completed required forklift training.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:  
Proposed Penalty:

08/28/2015  
\$3500.00



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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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 14 a      Type of Violation: **Serious**

29 CFR 1910.1200(e)(1): Employer had not developed or implemented a written hazard communication program included the requirements outlined in 29 CFR 1910.1200(e)(1)(i) and (e)(1)(ii):

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) The employer did not develop and implement a written hazard communication program for employees required to use bleach containing sodium hypochlorite to clean throughout the facility.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:	08/28/2015
Proposed Penalty:	\$2100.00

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

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 1 Item 14 b**      Type of Violation: **Serious**

29 CFR 1910.1200(g)(1): Employers did not have a safety data sheet in the workplace for each hazardous chemical which they use:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) The employer did not maintain a safety data sheet for bleach which contains sodium hypochlorite and is used by employees to clean throughout the facility.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:

08/28/2015

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:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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Citation 1 Item 14 c      Type of Violation: **Serious**

29 CFR 1910.1200(h)(3)(ii): Employee training did not include the physical and health hazards of the chemicals in the work area:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) Employees were not trained on the hazards of bleach containing sodium hypochlorite which is used to clean throughout the facility.

Violation occurred on or about 2/12/2015

Date By Which Violation Must be Abated:

08/28/2015

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

**Inspection Number:** 1037474  
**Inspection Date(s):** 02/12/2015 - 07/02/2015  
**Issuance Date:** 08/04/2015



**Citation and Notification of Penalty**

**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114

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**Citation 2 Item 1** Type of Violation: **Other-than-Serious**

29 CFR 1904.40(a): The employer did not provide an authorized government representative records kept under Part 1904 within four (4) business hours:

Workplace, 142 Frelinghuysen Ave, Newark, NJ

a) On 2/12/2015 at approximately 3:00 PM copies of company injury and illness records (2011-2014) were requested from the employer on site by the compliance officer. Another request was made for such records on 2/13/2015 at 1:59 PM. These records were not provided to OSHA until 02/20/2015 at 4:38 PM, some 6 business days after the onsite request.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$700.00

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

**Kris Hoffman**  
Area Director

See pages 1 through 4 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: 973-299-7161



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** G & F Recycling and Salvage, Inc.  
**Inspection Site:** 142 Frelinghuysen Ave, Newark, NJ 07114  
**Issuance Date:** 08/04/2015

<b>Summary of Penalties for Inspection Number</b>	<b>1037474</b>
<b>Citation 1, Serious</b>	<b>\$53200.00</b>
<b>Citation 2, Other-than-Serious</b>	<b>\$700.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$53900.00</b>

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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](http://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 \$25,000 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

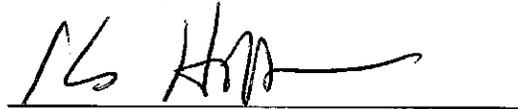
account, the bank will attempt to make the transfer up to 2 times.

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.

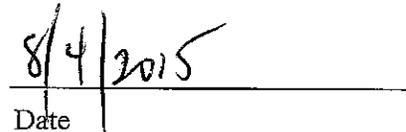
**Delinquent Charges:** A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%)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