

U.S. Department of Labor
Occupational Safety and Health Administration
5807 Breckenridge Pkwy
Suite A
Tampa, FL 33610
Phone: 813-626-1177 Fax: 813-626-7015



Citation and Notification of Penalty

To:
Pallet Recycle of Alabama, Inc.
2424 Lasso Ave
Lakeland, FL 33801

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015

Inspection Site:
2424 Lasso Ave
Lakeland, FL 33801

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 \$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. 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 07/29/2015. The conference will be held by telephone or at the OSHA office located at 5807 Breckenridge Pkwy, Suite A, Tampa, FL 33610 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1047229

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801
Issuance Date: 07/29/2015

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, 5807 Breckenridge Pkwy, Suite A, Tampa, FL 33610**

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



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: the employer did not furnish employment and a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to a struck by hazard:

a. At the perimeter of the refurbishing building, employees were exposed to a struck by hazard, in that, the canopies constructed around the building were supported by a stack of pallets and were constructed by splicing pallet wood and other scrap wood causing them to have sagging roofs which were leaning, on or about 03/18/2015.

Among other methods, a feasible and acceptable method to correct this hazard is to dismantle and remove the unsafe awnings and construct ones which would meet the local building code requirements using approved materials capable of supporting the intended load.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/04/2015
Proposed Penalty:	\$4900.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.23(c)(3): Regardless of height, open-sided floors, walkways, platforms, or runways above or adjacent to dangerous equipment, pickling or galvanizing tanks, degreasing units, and similar hazards were not guarded with a standard railing and toe board:

- a. At the de-stacking line, employees were exposed to falling on the live roller conveyor, in that, two catwalks located one at 51 inches and the other at 91 inches directly over the conveyor were not provided with standard railings to include a midrail and a toe board, on or about 03/18/2015.
- b. At the end of the refurbishing line near the stacking area, employees were exposed to falling on the live roller conveyor, in that, the catwalk directly over the conveyor was not provided with standard railings to include a midrail and a toe board, on or about 03/18/2015.

Date By Which Violation Must be Abated: 08/04/2015
Proposed Penalty: \$3500.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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 1910.132(d)(1): The employer did not assess the workplace to determine if hazards were present, or were likely to be present, which necessitated the use of personal protective equipment:

- a. At the pallet refurbishing areas, a personal protective equipment hazard assessment was not conducted to evaluate and establish the use of required personal protective equipment such as gloves, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$4200.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.138(a): The employer did not select and require employee(s) to use appropriate hand protection when employees' hands were exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasion; punctures; chemical burns; thermal burns; and harmful temperature extremes:

a. At the pallet refurbishing area, employees were exposed to cuts, lacerations, abrasions and puncture wounds while handling pallets during refurbishing which had protruding nails, splinters and broken wooden parts, on or about 03/18/2015.

Date By Which Violation Must be Abated:

08/04/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

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

a. At the site, employees were exposed to the hazard of inadvertent energization or release of stored energy during maintenance operations on equipment such as, but not limited to, pallet refurbishing saws, a notcher, a bailer, transfer conveyor systems which were operated using electrical power, compressed air and hydraulic power. Equipment specific lockout/tagout procedures were not developed and implemented to include at a minimum the following:

1. A specific statement of the intended use of the procedure.
2. Specific procedural steps for shutting down, isolating, blocking, and securing machines or equipment to control hazardous energy.
3. Specific procedural steps for the placement, removal and transfer of lockout devices or tagout devices and the responsibility for them.
4. Specific requirements for testing a machine or equipment to determine and verify the effectiveness of lockout devices and other energy control measures.
5. The magnitude of hazardous energy.

on or about 03/18/2015.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

08/24/2015
\$4900.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.176(b): Material stored in tiers was not stacked, blocked, interlocked or limited in height so that it was stable and secure against sliding and collapse:

a. At the maintenance shop, employees were exposed to a struck by hazard, in that, old saw blades were stacked 6 feet high without being secured from sliding or collapse, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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 6 a Type of Violation: **Serious**

29 CFR 1910.178(l)(2)(iii): All operator training and evaluation was not conducted by persons who had the knowledge, training, and experience to train powered industrial truck operators and evaluate their performance:

a. At the site, employees were required to operate forklifts daily without being trained by a qualified trainer, on or about 03/18/2015.

Date By Which Violation Must be Abated:	08/17/2015
Proposed Penalty:	\$3500.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.178(l)(4)(i): The powered industrial truck (PITs) operators were not trained and evaluated at least once every three years:

a. At the site, employees required to operate forklifts and handle stacks of pallets had not been trained as required, on or about 03/18/2015.

Date By Which Violation Must be Abated:

08/17/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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 7 a Type of Violation: **Serious**

29 CFR 1910.178(m)(6): The employer did not ensure that safe distance was maintained from the edge of ramps or platforms while on any elevated dock, or platform or freight car:

a. At the loading dock, employees were exposed to a struck by and a caught in hazard, in that, a safe distance from the loading dock edge was not maintained while operating forklifts. The curb at the west side of the loading dock was knocked off twice and the curb at the east side of the dock was damaged after being hit by the forklifts. No other means were implemented to prevent the forklifts from inadvertently being driven off the dock sides, on or about 03/18/2015.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/10/2015
Proposed Penalty:	\$4900.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.178(m)(7): Brakes were not set and/or wheel blocks were not in place to prevent movement of trucks, trailers, or railroad cars while loading and unloading:

a. At the loading dock, employees were exposed to a struck by and a caught in hazard, in that, measures to prevent the displacement of trailers while loading and offloading were not taken while using forklifts to enter tractor trailers, on or about 03/18/2015.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

08/04/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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 8 a Type of Violation: **Serious**

29 CFR 1910.212(a)(3)(ii): Point(s) of operation of machinery were not guarded to prevent employee(s) from having any part of their body in the danger zone(s) during operating cycle(s):

- a. Baler area, employees were exposed to a caught in hazard, in that, the front of the baler had a 2 inch opening, on or about 03/18/2015.
- b. De-stacking area conveyor, employees were exposed to a caught-in hazard, in that, protection was not provided to prevent contact with the live rollers while handling pallets on the conveyor, on or about 03/18/2015.
- c. Hooker chop saw area, employee were exposed to a caught in hazard, at the "Cutting Machine", in that the left side of the saw's lower portion of the blade was partially exposed, on or about 03/18/2015.
- d. Stacking area, at the end of the conveyor line, employees were exposed to a caught-in hazard, in that, protection was not provided to prevent contact with the live rollers while handling pallets on the conveyor, on or about 03/18/2015.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/10/2015
Proposed Penalty:	\$4900.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.212(a)(5): Fan blade guard(s) were not provided where the periphery of the blades was less than seven feet from the floor or working level:

a. Heat treatment oven, employees were exposed to a struck by hazard, in that, guards were not installed to protect employees from the rotating fan blades used to circulate the air inside the oven after an interlock at the door was broken and disabled, on or about 03/18/2015.

Date By Which Violation Must be Abated:

08/04/2015

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.213(s)(6): Cleanliness around working machinery was not maintained to prevent fire hazards and ensure the effective functioning of guards:

a. At the trim saw area, employees were exposed to the point of operation of the saw, in that, the guard was stuck in the up position due to the accumulation of saw dust, on or about 03/18/2015.

Date By Which Violation Must be Abated:

Corrected During Inspection

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.219(f)(3): Sprocket wheels and chains which were seven -7 feet or less above floors or platforms were not enclosed:

- a. De-stacking area, employees were exposed to a caught-in hazard, in that, the chain and sprocket wheel at the hydraulic pump on the de-stacker was not guarded, on or about 03/18/2015.
- b. De-stacking area, employees were exposed to a caught-in hazard, in that, the chain and sprocket wheel at both sides of the de-stacker were not guarded, on or about 03/18/2015.
- c. Stacking area at the west side of the de-stacker, employees were exposed to a caught-in hazard, in that, four chains and sprocket wheels used to transfer the pallets at the stacking area were not guarded, on or about 03/18/2015.
- d. Stacking and de-stacking, employees were exposed to a caught-in hazard, in that, two chains and sprocket wheels used to transfer the pallets at the stacking area were not guarded, on or about 03/18/2015.
- e. At the end of the refurbishing line, employees were exposed to a caught-in hazard, in that, two stacking conveyors had unguarded chain and sprocket wheels on one side, on or about 03/18/2015.
- f. At the side of the refurbishing conveyor near the middle and over a repair table, employees were exposed to a caught-in hazard, in that, a chain and sprocket wheel were not guarded, on or about 03/18/2015.
- g. At the trim saw area, employees were exposed to a caught-in hazard, in that, the chain and sprocket wheels were not guarded on both sides of the saw, on or about 03/18/2015.
- h. At the Stringer trim saw area, employees were exposed to a caught-in hazard, in that, the chain and sprocket wheel was not guarded at the operator's station, on or about 03/18/2015.

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: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$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: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.242(a): Hand and portable powered tools or equipment were not kept in safe condition:

a. At the pallet refurbishing areas, employees were exposed to a struck by hazard, in that, the safety feature of the nail guns was bypassed, in that, the spring in the safety contact tip of the nail guns were removed, on or about 03/18/21015.

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.



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.303(b)(1): Electrical equipment was not free from recognized hazards that were likely to cause death or serious physical harm to employees:

- a. De-stacking area , employees were exposed to an electrical hazard, in that, the wiring providing power to the operating console for the de-stacker and for other equipment had the outer insulation cut and frayed, the conduit was disconnected and broken off at the connections and was cut therefore exposing the individual conductors, on or about 03/18/2015.
- b. At the un-nailer near the stacker area, employees were exposed to an electrical hazard, in that, the wiring to the hydraulic motor for the un-nailer was exposed and was hanging out of the box, on or about 03/18/2015.
- c. At the band saw area, employees were exposed to an electrical hazard, in that, the wiring to the motor for the saw was exposed and was hanging out of the box, on or about 03/18/2015.
- d. Stringer Trim saw area, employees were exposed to an electrical hazard, in that, the two wires from the main power panel to the on/off switch for the saw were frayed and the bare conductors were coming in contact with the saw's frame, on or about 03/18/2015.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/04/2015
Proposed Penalty:	\$4900.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 1 Item 12 Type of Violation: **Serious**

29 CFR 1910.303(b)(7)(iv): Electrical equipment had damaged parts that may adversely affect safe operation or mechanical strength of the equipment, such as parts that are broken, bent, cut, or deteriorated by corrosion, chemical action, or overheating:

- a. Board Trim saw area, employees were exposed to an electrical hazard, in that, the 220 volt fuse electrical box for the saw was equipped with a door that was damaged and would not close exposing the live conductors to getting wet and to employee contact, on or about 03/18/2015.
- b. At the power panel near the band saws, employees were exposed to an electrical hazard, in that, a metal 4-way outlet box had one of the two outlet components pushed in and bent to the side, on or about 03/18/2105.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/04/2015
Proposed Penalty:	\$4900.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.303(f)(2): Each service, feeder, and branch circuit, at its disconnecting means or overcurrent device, was not legibly marked to indicate its purpose, nor located and arranged so the purpose was evident:

- a. Refurbishing area, at the main breaker power supply panel area, employees were exposed to an electrical hazard as well as mechanical hazards, in that, the three breaker panels had a total of 31 breakers without a label to indicate their purpose, on or about 03/18/2015.
- b. At the power panel near the band saws, employees were exposed to an electrical hazard, in that, a breaker panel had a total of 6 breakers without a label to indicate their purpose, on or about 03/18/2015.
- c. Panel Z, near the compressor room, employees were exposed to an electrical hazard, in that, a breaker panel had a total of 6 breakers without a label to indicate their purpose, on or about 03/18/2015.

Date By Which Violation Must be Abated:	08/04/2015
Proposed Penalty:	\$3500.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.304(g)(5): The path to ground from circuits, equipment, and enclosures was not permanent, continuous, and effective:

- a. Trim saw area, employees were exposed to an electrical hazard, in that, a red extension cord used in the area had the ground prong broken off, on or about 03/18/2015.
- b. Stringer trim saw, employees were exposed to an electrical hazard, in that, the wiring to the on/off box had the ground disconnected, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$3500.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 1 Item 15 Type of Violation: **Serious**

29 CFR 1910.305(g)(2)(iii): Flexible cords were not connected to devices and fittings so that tension would not be transmitted to joints or terminal screws:

- a. At the table saw area, employees were exposed to an electrical hazard, in that, the flexible cord providing power to the table saw was not connected with strain relief so that pull in not transmitted to the terminals or screws, on or about 03/18/2015.
- b. Notcher area, employees were exposed to an electrical hazard, in that, the wiring to the exterior light outside the overhung was spliced with electrical wire caps without strain relief, on or about 03/18/2015.
- c. Trim saw area, employees were exposed to an electrical hazard, in that, the wiring to the trim saw's on/off switch was not connected with strain relief, on or about 03/18/2015.
- d. Trim saw area, employees were exposed to an electrical hazard, in that, a red extension cord had the outer sheath pulled from the plug thus transmitting pull on the terminals or screws, on or about 03/18/2015.
- e. Stringer Trim saw area at the side of the box and to the bottom of the box, employees were exposed to an electrical hazard, in that, the wiring to the saw's on/off switch was not connected with strain relief, on or about 03/18/2015.
- f. Trash conveyor, employees were exposed to an electrical hazard, in that, the wiring to the conveyor was not connected with strain relief, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$2800.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 1 Item 16 Type of Violation: **Serious**

29 CFR 1910.305(j)(4)(ii): An individual disconnecting means was not provided for each motor, motor circuit and controller:

- a. At the table saw area, employees were exposed to a struck by hazard while operating the Powermatic table saw, in that, a disconnect was not provided that would electrically isolate and deenergize the saw from its power supply, on or about 03/18/2015.
- b. At the notcher area, employees were exposed to a struck by hazard while operating the notcher, in that, a disconnect was not provided that would electrically isolate and deenergize the equipment from its power supply, on or about 03/18/2015.

Date By Which Violation Must be Abated:	08/04/2015
Proposed Penalty:	\$3500.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.212(b): Machine(s) designed for fixed location(s) were not securely anchored to prevent walking or moving:

a. At the maintenance shop, employees were exposed to a struck by hazard, in that, a bench top Delta drill press was not anchored as required to prevent it from tipping over or moving when in use, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

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

29 CFR 1910.303(b)(2): Listed or labeled electrical equipment was not used or installed in accordance with instructions included in the listing or labeling:

- a. At the table saw area, employees were exposed to an electrical hazard, in that, power to the Powermatic table saw was provided by splicing the saw's power cord using two outlet boxes which were not secured on a surface as required, on or about 03/18/2015.
- b. At the refurbishing line, employees were exposed to an electrical hazard, in that, a multi outlet computer power strip was used to provide power to equipment such as floor fans and radios, on or about 03/18/2015.
- c. At the time clock room, employees were exposed to an electrical hazards, in that, the lighting fixture in the room was not mounted on the ceiling and was allowed to be suspended from the wiring, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 3 Type of Violation: **Other-than-Serious**

29 CFR 1910.304(f)(1)(viii): Circuit breakers used as switches in 120-volt and 277-volt, fluorescent lighting circuits were not listed and marked "SWD":

a. Refurbishing area main power panels, employees were exposed to an electrical hazard, in that, the breaker used as a switch to control the lighting was not of the SWD type, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 4 Type of Violation: **Other-than-Serious**

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

- a. Refurbishing area, at the main breaker power supply panel area, employees were exposed to an electrical hazard, in that, the power box below the breaker panels had a knockout without a cover, on or about 03/18/2015.
- b. Baler area, employees were exposed to an electrical hazard, in that, a power box at the side of the baler had a knockout without a cover, on or about 03/18/2015.
- c. Refurbishing area main breaker panel, employees were exposed to an electrical hazard, in that, a breaker opening was not provided with a cover, on or about 03/18/2015.
- d. Stringer trim saw area, employees were exposed to an electrical hazard, in that, the electrical box to the saw's power panel had two knockouts without a cover in an area where the equipment was subject to getting wet, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 5 Type of Violation: **Other-than-Serious**

29 CFR 1910.305(b)(2)(i): Each outlet box in completed installations did not have a cover, faceplate, or fixture canopy:

a. At the time clock room, employees were exposed to an electrical hazard, in that, an outlet receptacle was not provided with a cover, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 6 Type of Violation: **Other-than-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. At the time clock room, employees were exposed to an electrical hazard, in that, an extension cord was used in place of fixed wiring and was run through the wall to provide power to the beverage machine located outside the room, on about 03/18/2015.
- b. Trim saw area, employees were exposed to an electrical hazard, in that, a red extension cord was used in place of fixed wiring to provide power for tools and equipment near the saw, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 7 Type of Violation: **Other-than-Serious**

29 CFR 1910.305(g)(1)(iv)(B): Unless specifically permitted otherwise in paragraph (g)(1)(ii) of this section, flexible cords and cables may not be used when run through holes in walls, ceilings, or floors:

- a. Compressor area, employees were exposed to an electrical hazard, in that, the wiring to the compressor air tank water separator was passed through a hole on the metal exterior maintenance shop wall, on or about 03/18/2015.
- b. At the time clock room, employees were exposed to an electrical hazard, in that, an extension cord was run through the wall to provide power to the beverage machine located outside the room, on about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 8 Type of Violation: **Other-than-Serious**

29 CFR 1910.305(g)(2)(ii): Flexible cords were not used only in continuous lengths without splice or tap:

- a. Compressor area, employees were exposed to an electrical hazard, in that, the wiring to the compressor air tank water separator was spliced with electrical tape and wire caps, on or about 03/18/2015.
- b. Notcher area, employees were exposed to an electrical hazard, in that, the wiring to the exterior light outside the overhang was spliced with electrical wire caps, on or about 03/18/2015.
- c. At the catwalk after the de-stacking area, employees were exposed to an electrical hazard, in that, the wiring to the light mounted around the catwalk was spliced with electrical wire caps only, on or about 03/18/2015.

Date By Which Violation Must be Abated: 08/04/2015
Proposed Penalty: \$0.00



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 9 Type of Violation: **Other-than-Serious**

29 CFR 1910.305(j)(2)(vii): A receptacle installed in a wet location where the product intended to be plugged into it was to be attended while in use (for example, portable tools) did not have an enclosure that was weatherproof when the attachment plug cap was removed:

- a. Refurbishing area, at the main breaker power supply panel area, employees were exposed to an electrical hazard, in that, a 4-way outlet box installed below the power panels which was subject to getting wet did not have a cover, on or about 03/18/2015.
- b. Pallet repair tables at the east side of the refurbishing area, employees were exposed to an electrical hazard, in that, a 2-way outlet box installed at the exterior wall of the building which was subject to getting wet did not have a cover, on or about 03/18/2015.

Date By Which Violation Must be Abated: 08/04/2015
Proposed Penalty: \$0.00

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

Inspection Number: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 10 Type of Violation: **Other-than-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. At the site, employees were exposed to chemicals such as, but not limited to, compressed gases (oxygen, acetylene and propane), mineral spirits, shop supplies such as WD-40 and spray paint, PVC glue and primer and various types of oils. A written hazard communication program was not developed and implemented as required, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: 1047229
Inspection Date(s): 03/18/2015 - 04/14/2015
Issuance Date: 07/29/2015



Citation and Notification of Penalty

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 11 Type of Violation: **Other-than-Serious**

29 CFR 1910.1200(g)(8): The employer did not maintain copies of the required safety data sheets for each hazardous chemical in the workplace:

a. At the site, employees were exposed to chemicals such as, but not limited to, compressed gases (oxygen, acetylene, propane), mineral spirits, shop supplies and spray paint, PVC glue and primer and various types of oils, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

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: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801

Citation 2 Item 12 Type of Violation: **Other-than-Serious**

29 CFR 1910.1200(h)(1): Employees were not provided effective information and training on hazardous chemicals in their work area at the time of their initial assignment and whenever a new hazard that the employees had not been previously trained about was introduced into their work area:

a. On site, employees were exposed to chemicals such as, but not limited to, compressed gases oxygen, acetylene, propane, mineral spirits, shop supplies and spray paint, PVC glue and primer and various types of oils. The employees were not provided training and education on the hazardous chemicals at the workplace, on or about 03/18/2015.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/04/2015
\$0.00

A handwritten signature in black ink that reads "Leslie L. Grove III".

Leslie L. Grove III
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
5807 Breckenridge Pkwy
Suite A
Tampa, FL 33610
Phone: 813-626-1177 Fax: 813-626-7015



INVOICE / DEBT COLLECTION NOTICE

Company Name: Pallet Recycle of Alabama, Inc.
Inspection Site: 2424 Lasso Ave, Lakeland, FL 33801
Issuance Date: 07/29/2015

Summary of Penalties for Inspection Number	1047229
Citation 1, Serious	\$66500.00
Citation 2, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$66500.00

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 \$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.

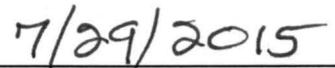
Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per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



Leslie L. Grove III

Area Director



Date