

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
FEDERAL OFFICE BUILDING RM 899  
1240 EAST 9TH STREET  
CLEVELAND, OH 44199-2050  
Phone: (216) 615-4266 FAX: (216) 615-4234



## Citation and Notification of Penalty

**To:**  
Steel Structures of Ohio, LLC  
and its successors  
1324 Firestone Parkway  
Akron, OH 44301

**Inspection Number:** 315443689  
**Inspection Date(s):** 04/13/2011- 08/09/2011  
**Issuance Date:** 10/11/2011

**Inspection Site:**  
1324 Firestone Parkway  
Akron, OH 44301

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

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

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

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

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 4 Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

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

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

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

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

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

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

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

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

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

**Inspection Activity Data**- You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date.ress 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 your inspection will be available 30 calendar days after the Citation Issuance Date. 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 10/11/2011. The conference will be held at the OSHA office located at FEDERAL OFFICE BUILDING RM 899, 1240 EAST 9TH STREET, CLEVELAND, OH, 44199-2050 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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**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 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 the hazard of fire and explosion:

On or about April 13, 2011:

- a. the dust collector was located inside the building
- b. the dust collector did not have a means to prevent a fire/explosion from traveling fore and aft of the collector
- c. the dust collector had no explosion venting or other explosion prevention or suppression system

Among other methods, a feasible means by which to abate these hazards is to conform to the National Fire Protection Association Standard, NFPA 654, Standard for the Prevention of Fire and Dust Explosions from the Manufacturing, Processing, and Handling of Combustible Particulate Solids, 2006 Edition, Chapter 7.13.1.1.1:

Relocate the dust collector outside the building, install relief venting or other explosion suppression or prevention system on the dust collectors. Install isolation device to prevent propagation of explosions through duct work to employee occupied area.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	12/13/2011
<b>Proposed Penalty:</b>	\$ 3500.00



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

29 CFR 1910.132(d)(1): The employer did not evaluate the workplace for hazards that necessitated the use of personal protective equipment:

On or about April 13, 2011, a written workplace hazard assessment had not been conducted by the employer. Employees are working with naphthalene, epoxy paint, acetone, and reducer number 15. Personal protective equipment has not been identified for these work activities.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/29/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 3500.00</b>

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

29 CFR 1910.134(h)(2)(i): Respirator(s) were not stored to protect them from damage, contamination, dust, sunlight, extreme temperatures, excessive moisture, damaging chemicals:

On or about April 13, 2011 the employer did not have employees store respirators in a way to protect them from damage and being contaminated in the painting department.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/29/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 2100.00</b>

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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:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

29 CFR 1910.305(a)(2)(ix): All lamps of general illumination shall be protected from accidental contact or breakage by a suitable fixture or lampholder with a guard.

On or about April 13, 2011 the employer did not protect a general duty light fixture from accidental breakage in the painting area where flammable paints and solvents are stored in open containers.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/19/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 2800.00</b>



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

29 CFR 1910.106(e)(2)(ii)(b)(2): More than 120 gallons of Class IB, IC, II or III flammable or combustible liquids in containers were located outside of inside storage room(s) or storage cabinet(s):

On or about April 13, 2011 there were 675 gallons of flammable and combustible liquids, to include waste paint and solvent, stored in the open along the east side of the spray painting area.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.106(e)(2)(ii)(b)(2)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01, ITEM NUMBER 002(a), AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron Oh 44301).

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/29/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 8400.00</b>



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

29 CFR 1910.107(e)(9): Flammable or combustible liquids for use in spraying operations were transferred from one container to another without both containers being effectively bonded and grounded to prevent discharge sparks of static electricity:

On or about April 13, 2011, flammable and combustible liquids in the spray painting area, including but not limited to contaminated paint thinner, macroepoxy and reducer no 15., were transferred without grounding and bonding.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.107(e)(9)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01, ITEM NUMBER 002(b), AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron, OH 44301)

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/29/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 8400.00</b>



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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**Citation 2 Item 3 Type of Violation: Repeat**

29 CFR 1910.107(g)(2): Spraying area(s) were not kept free from the accumulation of deposits of combustible residues:

On or about April 13, 2011, residue from paint overspray had accumulated on beams used to support parts for painting throughout the spray area.

STEEL STRUCUTRES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.107(g)(2)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01, ITEM NUMBER 003, AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron, OH 44301).

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	<b>10/29/2011</b>
<b>Proposed Penalty:</b>	<b>\$ 8400.00</b>



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

**Citation 2 Item 4a** Type of Violation: **Repeat**

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 is fit-tested or required to use the respirator in the workplace:

On or about April 13, 2011 employees required to use respirators, including but not limited to painters, had not received medical evaluations.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.0134(e)(1)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01 ITEM 004(a), AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron Oh 44301).

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	10/29/2011
<b>Proposed Penalty:</b>	\$ 4200.00



**Citation and Notification of Penalty**

**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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**Citation 2 Item 4b Type of Violation: Repeat**

29 CFR 1910.134(f)(1): The employer did not ensure that employees using a tight-fitting facepiece respirator pass an appropriate qualitative fit test (QLFT) or quantitative fit test (QNFT):

On or about April 13, 2011 employees required to use negative pressure respirators had not recieved fit tests.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.0134(f)(1)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01 ITEM 004(b), AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron Oh 44301).

**Abatement documentation required on this item.**

**Date By Which Violation Must be Abated:** 10/29/2011

**Citation 2 Item 4c Type of Violation: Repeat**

29 CFR 1910.134(k): Comprehensive, understandable, effective respirator training was not provided annually and more often if necessary:

On or about April 13, 2011 employees required to wear respirators, including but not limited to painters, had not received respirator training covering all the required topics.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.134(k)(1)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 01, ITEM 004(c), AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron Oh 44301).

**Abatement documentation required on this item.**

**Date By Which Violation Must be Abated:** 10/29/2011

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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:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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**Citation 2 Item 5 Type of Violation: Repeat**

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:

On or about April 13, 2011 the company did not implement a written hazard communication program at the site. Employees work with hazardous materials such as, but not limited to epoxy paint, naphthalene, acetone, reducer no.15, propane, and welding fumes.

**NOTE:**

A comprehensive hazard communication program needs to include the following required elements:

1. A written program specific to the company.
2. Material safety data sheets.
3. A hazardous chemical inventory list.
4. Labelling of all containers.
5. Documented "employee" training.

STEEL STRUCTURES OF OHIO, LLC WAS PREVIOUSLY CITED FOR A VIOLATION OF THIS OCCUPATIONAL SAFETY AND HEALTH STANDARD OR ITS EQUIVALENT STANDARD, (1910.1200(e)(1)), WHICH WAS CONTAINED IN OSHA INSPECTION NUMBER (313455446), CITATION NUMBER 02, ITEM 01, AND WAS AFFIRMED AS A FINAL ORDER ON (12/03/2009), WITH RESPECT TO A WORKPLACE LOCATED AT (1324 Firestone Parkway, Akron, Oh 44301)

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	10/29/2011
<b>Proposed Penalty:</b>	\$ 7000.00

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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:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301

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

29 CFR 1910.133(a)(3): The employer did not ensure that affected employees who wear prescription glasses while engaged in operations that involve eye hazard wear eye protection that incorporates the prescription in its design:

On or about April 13th, 2011 the employer did not provide safety glasses to employees who wear prescription glasses while engaged in painting activities.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	10/19/2011
<b>Proposed Penalty:</b>	\$ 0.00

**Citation 3 Item 2** Type of Violation: **Other**

29 CFR 1910.157(c)(1): The employer did not mount, locate, and identify portable fire extinguishers so that they are readily accessible to employees without subjecting the employees to possible injury:

On or about April 13, 2011 the employer did not mount ABC fire extinguishers in the spray area.

**Abatement documentation required on this item.**

<b>Date By Which Violation Must be Abated:</b>	10/19/2011
<b>Proposed Penalty:</b>	\$ 0.00

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

Howard B. Eberts  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
FEDERAL OFFICE BUILDING RM 899  
1240 EAST 9TH STREET  
CLEVELAND, OH 44199-2050  
Phone: (216) 615-4266 FAX: (216) 615-4234  
**OSHA Website Address: <http://www.osha.gov>**



## INVOICE/ DEBT COLLECTION NOTICE

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**Company Name:** Steel Structures of Ohio, LLC  
**Inspection Site:** 1324 Firestone Parkway, Akron, OH 44301  
**Issuance Date:** 10/11/2011

**Summary of Penalties for Inspection Number 315443689**

<b>Citation 1, Serious</b>	= \$	<b>11900.00</b>
<b>Citation 2, Repeat</b>	= \$	<b>36400.00</b>
<b>Citation 3, Other</b>	= \$	<b>0.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	= \$	<b>48300.00</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.

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

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

  
Howard B. Eberts  
Cleveland Area Office

10/11/2011  
Date

Corrective action, taken by you for each alleged violation should be submitted to this office on or about the abatement dates indicated on the Citation and Notification of Penalty.

If the hazards itemized on this citation(s) are not abated/corrected and a follow-up inspection is conducted, your establishment may receive Failure to Abate Citation for the uncorrected hazards with subsequent additional monetary penalties of up to thirty (30) times the original penalty amount of the uncorrected hazards.

A work sheet has been provided to assist in providing the required abatement information. A completed copy of this worksheet should be posted at the worksite with the Citation(s).