



### Citation and Notification of Penalty

**Company Name:** Super King Sauna NJ, LLC

**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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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 excessive heat.

- a) Bulhanjeungmok Sauna: Employees set up and maintain the daily operation of the sauna. In an operation that takes several hours they stack wood, stoke the fire from inside the sauna and the workroom, clean the ashes, clean the sauna, lay down mats, stock and unstock shelves with cartons of eggs. Temperatures in the sauna throughout this process can reach in the 400 degree F range, peaking at times to 700 degrees F. The sauna eventually cools down to approximately 150 degree F. On July 26, 2013 an employee who was performing set up operations in the bulhanjeungmok sauna was found unresponsive in the sauna.
- b) Various saunas throughout: Employees perform maintenance and clean-up activities in the various saunas throughout the facilities. Temperatures in the saunas are maintained at approximately 140 degrees F.

Employees were not provided training to understand the signs and symptoms of heat related illnesses, medications and conditions that may increase the risk of heat related illnesses and ways to prevent or minimize heat related illnesses. A scheduled work rest regimen was not followed. Sufficient engineering, administrative and work practice controls were not implemented, on or about July 26, 2013.

Feasible and acceptable methods to abate this hazard include, but are not limited to:

- a) For the Bulhanjeungmok sauna:
1. Implement a work rest regimen in accordance with the current American Conference of Governmental Industrial Hygienists guidelines.
  2. Provide adequate amounts of cool potable water and electrolyte replacements (specific recommendations should be made by medical consultation) in the work area and require employees to drink frequently.
  3. Train employees about the effects of heat-related illness, how to report and recognize heat-related

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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illness symptoms and how to prevent heat-related illnesses.

4. Workers should be made aware of the medications such as antihypertensives, antihistamines, and diuretics that can increase the risk of heat stress. They should also be advised that conditions, such as pregnancy, fever, gastrointestinal illness, heart disease, and obesity, may increase the risk of heat related illness.

5. Provide pre-placement and annual physical exams to all employees who work inside the bulhanjeungmok sauna. Please note: the employer is not entitled to know whether workers have health related conditions, but only whether workers have any conditions that limits their ability to perform their job duties.

6. Physiological, visual and verbal monitoring of employees should be done to check for signs of heat-related illness. Encourage employees to report symptoms of health related disorders to a supervisor.

7. Provide specific procedures to be followed for heat-related emergency situations and procedures for first aid to be administered immediately to employees displaying symptoms of heat related illness.

8. Include a heat acclimatization program for new employees or employees returning to work from absences of three or more days.

9. Establish an employee rotation schedule for employees to prevent prolonged exposure to heat.

10. Limit the duration of time any employee is engaged in the stacking of wood. This may be accomplished by having more than one work team to complete the job or increase the work / rest cycle.

11. Keep door to the workroom closed at all times. Observation of the fire should be done remotely either through a window or with a closed circuit TV camera.

12. Limit exposure to heat in the workroom. This can be done by such methods as installing air conditioning throughout, installing an air conditioned booth in the workroom or or by installing closed circuit cameras inside the sauna for remote observation of the fire away from the workroom.

13. Evaluate, maintain and operate the ventilation system per the Architect's instructions and design to ensure that acceptable levels of contaminants are maintained for safe entry.

14. Environmental heat measurements should be taken for each area and for each level of environmental heat to which employees, are exposed. Employee exposure levels should be monitored using instruments that calculate the wet bulb globe temperature.

15. Install a thermometer in the bulhanjeungmok sauna that can be read remotely prior to entering the sauna.

16. Reduce the physical demands of work and duration of exposure during the egg stocking task. This can be accomplished by implementing administrative controls such as stacking the eggs on portable rolling shelving units in the workroom and then moving the shelving into the bulhanjeungmok sauna and/or lowering the height of existing shelving to reduce the workload.

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17. Maintain continuous visual contact with employees in the bulhanjeungmok sauna. This can be done by implementing a buddy system for employees who enter the bulhanjeungmok sauna or by installing closed circuit TV cameras which are monitored remotely so that employees can be observed at all times while inside the sauna.

18. Provide and require the use of personal protective equipment such as cooling vests and/or aluminized clothing.

For all other saunas where the temperature is maintained at 140 degrees F:

1. Implement a work / rest regimen in accordance with the current American Conference of Governmental Industrial Hygienists guidelines.
2. Provide adequate amounts of cool potable water and electrolyte replacements (specific recommendations should be made by medical consultation) in the work area and require employees to drink frequently.
3. Train employees about the effects of heat-related illness, how to report and recognize heat-related illness symptoms and how to prevent heat-related illnesses.
4. Workers should be made aware of the medications such antihypertensives, antihistamines, and diuretics that can increase the risk of heat stress. They should also be advised that conditions, such as pregnancy, fever, gastrointestinal illness, heart disease, and obesity, may increase the risk of heat related illness. Please note: the employer is not entitled to know whether workers have health related conditions, but only whether workers have any conditions that limits their ability to perform their job duties.
5. Physiological, visual and verbal monitoring of employees should be done to check for signs of heat-related illness. Encourage employees to report symptoms of health related disorders to a supervisor.
6. Provide specific procedures to be followed for heat-related emergency situations and procedures for first aid to be administered immediately to employees displaying symptoms of heat related illness.
7. Include a heat acclimatization program for new employees or employees returning to work from absences of three or more days.
8. Establish an employee rotation schedule for employees to prevent prolonged exposure to heat.
9. Environmental heat measurements should be taken for each area and for each level of environmental heat to which employees are exposed. Employee exposure levels should be monitored using instruments that calculate the wet bulb globe temperature.
10. Install thermometers in the saunas that can be read remotely prior to entering the sauna.

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:** 928086  
**Inspection Date(s):** 07/26/2013 - 01/23/2014  
**Issuance Date:** 01/24/2014



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

**Date By Which Violation Must be Abated:** 02/05/2014  
**Proposed Penalty:** \$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:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.132(a): Protective equipment was not used when necessary whenever hazards capable of causing injury and impairment were encountered:

a) Bulhanjeungmok Sauna; Employees set up and maintain the daily operation of the sauna. In an operation that takes several hours they stack wood, stoke the fire from inside the sauna and the workroom, clean the ashes, clean the sauna, lay down mats, and stock and unstock shelves with cartons of eggs. Temperatures in the sauna throughout this process can reach in the 400 degree F range, peaking at times to 700 degrees F. The sauna eventually cools down to approximately 150 degree F. Employees wore street footwear, such as sneakers, doubled up cotton sweatshirts with their hoods up, goggles, and towels around their heads, mouth and nose, and work gloves. Employees did not wear appropriate Personal Protective Equipment for this work at these temperatures. Appropriate Personal Protective Equipment includes Aluminized heat reflective suits, cooling vests and Protective footwear, on or about July 26, 2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	02/05/2014
Proposed Penalty:	\$7000.00

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:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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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 3 a** Type of Violation: **Serious**

29 CFR 1910.1200(e)(1):

Employers shall develop, implement, and maintain at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, safety data sheets, and employee information and training will be met, and which also includes the following:

(a) Throughout Workplace: A written Hazard Communication Program was not developed, implemented or maintained for employees who started the wood fire, tended the fire, extinguished the fire and then cleaned the ashes in the bulhanjeungmok sauna and for employees who cleaned the saunas and other areas of the spa. Employees were exposed to hazardous chemicals including, but not limited to, Products of combustion of wood (Carbon Monoxide, Ash, smoke), propane and So-Kleen Pine Deodorant, on or about July 26, 2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	02/05/2014
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:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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**Citation 1 Item 3 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:

(a) Throughout Worksite: Employees cleaned the ashes and prepared the bulhanjeungmok sauna for customers and cleaned throughout the establishment. Employees were exposed to hazardous chemicals including, but not limited to, Carbon Monoxide and other products of combustion of wood (carbon monoxide, ash and smoke), propane, and So-Kleen Pine Deodorant, but Safety Data Sheets were not available to them, on or about July 26, 2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

02/05/2014

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:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.1200(h)(1):

Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area. Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals. Chemical-specific information must always be available through labels and safety data sheets.

(a) Throughout Establishment: Employees started the wood fire, tended the fire, extinguished the embers and then cleaned the ashes and prepared the bulhanjeungmok sauna for customers and cleaned throughout the establishment. Employees were exposed to hazardous chemicals including, but not limited to, Carbon Monoxide and other products of combustion of wood (carbon monoxide, ash and smoke), propane, and So-Kleen Pine Deodorant, but information and training on the hazards including an explanation of what employees could do to protect themselves was not provided, on or about July 26, 2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

02/05/2014

A handwritten signature in cursive script, appearing to read "Lisa Levy", written over a horizontal line.

**Lisa Levy**  
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  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604  
Phone: 201-288-1700 Fax: 201-288-7315



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650  
**Issuance Date:** 01/24/2014

<b>Summary of Penalties for Inspection Number</b>	<b>928086</b>
<b>Citation 1, Serious</b>	<b>\$18900.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$18900.00</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 \$50,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

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

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

**Interest:** Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

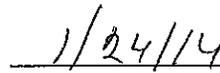
**Delinquent Charges:** A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%)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

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



Lisa Levy

Area Director



Date



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.110(b)(9)(vii)(c): The hose shall be approved and shall not be used where it is likely to be subjected to temperatures above 125 deg. F. The hose shall be securely connected to the appliance and the use of rubber slip ends shall not be permitted.

a. Bulhanjeungmok: A black rubber hose used in conjunction with a Blue Rhino LP-Gas cylinder was subject to temperatures above 125 degrees, on or about 7/26/2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	02/05/2014
Proposed Penalty:	\$3500.00



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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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 2 a** Type of Violation: **Serious**

29 CFR 1910.145(f)(5): Danger tags were not used where an immediate hazard presented a threat of death or serious injury to employees:

a. Bulhanjeungmok: Danger tags were not used to warn employees against thermal burns hazards, on or about 7/26/2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	02/05/2014
Proposed Penalty:	\$4900.00



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.145(f)(6): Caution tags. Caution tags shall be used in minor hazard situations where a non-immediate or potential hazard or unsafe practice presents a lesser threat of employee injury. Caution tags shall be used only in these situations.

a. Bulhanjeungmok: Caution tags were not posted to warn employees against the hazards of carbon monoxide exposure, on or about 7/26/2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 02/05/2014



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

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

a. Bulhanjeungmok: The employer did not provide fire extinguisher training for an employee who was expected to use the fire extinguisher onsite, on or about 7/26/2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	02/05/2014
Proposed Penalty:	\$3500.00



**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.303(b)(7)(iv): There shall be no 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. Bulhanjeungmok: An incandescent work light with visible defects such as a damaged outer jacket was used by an employee to provide light, on or about 7/26/2013.
  
- b. Bulhanjeungmok: An extension cord with visible defects such as but not limited to damaged insulation and exposed wiring was being used by an employee, on or about 7/26/2013.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$2100.00

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**Citation and Notification of Penalty**

**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650

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

29 CFR 1910.146(c)(1): The employer did not evaluate the workplace to determine if any spaces were permit-required confined spaces:

a. 321 Commercial Ave, Palisades Park, NJ: The employer shall evaluate the saunas in the workplace to determine if any spaces are permit-required confined spaces, on or about 7/26/2013.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

02/05/2014  
\$0.00

A handwritten signature in cursive script, appearing to read "Lisa Levy", written over a horizontal line.

**Lisa Levy**  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604  
Phone: 201-288-1700 Fax: 201-288-7315



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Super King Sauna NJ, LLC  
**Inspection Site:** 321 Commercial Avenue, Palisades Park, NJ 07650  
**Issuance Date:** 01/24/2014

<b>Summary of Penalties for Inspection Number</b>	<b>923424</b>
<b>Citation 1, Serious</b>	<b>\$14000.00</b>
<b>Citation 2, Other-than-Serious</b>	<b>\$0.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$14000.00</b>

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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.

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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

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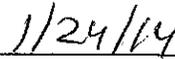
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**Lisa Levy**

Area Director



Date