

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
138 River Road  
Suite 102, Shattuck Office Center  
Andover, MA 01810  
Phone: 978-837-4460 Fax: 978-837-4455



## Citation and Notification of Penalty

**To:**  
THE ROOF KINGS LLC  
and its successors  
512 Gallivan Blvd Suite 3  
Dorchester, MA 02124

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016

**Inspection Site:**  
232 Main Street  
Haverhill, MA 01830

*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](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on OSHA Penalty Payment Form. The direct link is:

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

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

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

**Employer Discrimination Unlawful** – The law prohibits discrimination by an employer against an

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

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

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

**Inspection Activity Data** – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at [www.osha.gov](http://www.osha.gov). If you have any dispute with the accuracy of the information displayed, please contact this office.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 08/01/2016. The conference will be held by telephone or at the OSHA office located at 138 River Road, Suite 102, Shattuck Office Center, Andover, MA 01810 on \_\_\_\_\_ at \_\_\_\_\_.

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

**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 1125663**

Company Name: THE ROOF KINGS LLC  
Inspection Site: 232 Main Street, Haverhill, MA 01830  
Issuance Date: 08/01/2016

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, 138 River Road, Suite 102, Shattuck Office Center, Andover, MA 01810**

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:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 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 fall hazards while using a hoist as a ladder.

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, employees were exposed to falls and possible collapse while using a material hoist as a ladder.

Among other methods, one feasible and acceptable abatement method to correct this hazardous condition would be to follow manufacturer's instruction and not use the hoist as a ladder, train employee on proper inspection, use and the erection of the material hoist.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 1926.62(d)(1)(i): Each employer who had a workplace or operation covered by 29 CFR 1926.62 did not initially determine if any employee was exposed to lead at or above the action level of 30 micrograms per cubic meter of air ( $30 \frac{\mu\text{g}}{\text{m}^3}$ ) calculated as an 8-hour time-weighted average (TWA):

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, employees were exposed to lead contaminates when the employer did not perform an initial determination of lead hazards when removing lead flashing on roof.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$1760.00

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.62(l)(1)(i): The employer did not ensure that at least the following Lead hazards were communicated to employee(s): reproductive/developmental toxicity; central nervous system effects; kidney effects; blood effects; and acute toxicity effects.

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, the employer failed to ensure that the hazards of lead were communicated to employees.

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.

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.102(a)(1): Eye and face protective equipment were not used when machines or operations presented potential eye or face injury from physical, chemical, or radiation agents.

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, employees were exposed to eye and face injuries when using pneumatic nail guns without proper eye protection.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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:** 1125663  
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**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.252(a): An enclosed chute of wood, or equivalent material, was not used where materials were dropped more than 20 feet to points lying outside the exterior walls of the building(s):

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, an enclosed chute was not used where roofing materials were dropped more than 20 feet outside the building.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 5 a** Type of Violation: **Serious**

29 CFR 1926.404(b)(1)(i): Employer did not use either ground fault circuit interrupters as specified in paragraph (b)(1)(ii) of this section, or an assured equipment grounding conductor program as specified in paragraph (b)(1)(iii) of this section to protect employees on construction sites.

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/18/2016, employees were exposed to electrical shock and burns when they were using portable electrical tools without GFCI Protection.

(b) Location - 232 Main Street, Haverhill, MA:

On or about 02/19/2016, employees were exposed to electrical shock and burns when they were using portable electrical tools without GFCI Protection.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.405(g)(1)(iii)(C): Flexible cords and cables were run through doorways, windows, or similar openings:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/18/16, employees were using an electrical extension cord that was run through a doorway.

(b) Location - 232 Main Street, Haverhill, MA:

On or about 2/19/16, employees were using electrical extension cords that were run through a doorway.

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:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 6 a** Type of Violation: **Serious**

29 CFR 1926.404(f)(6): The path to ground from circuits, equipment, or enclosures was not permanent and continuous:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/18/2016, employees were exposed to electric shock and burns when the employees were using an electrical outlet that did not have a continuous path to ground.

(b) Location - 232 Main Street, Haverhill, MA:

On or about 02/19/2016, employees were exposed to electric shock and burns when the employees were using an electrical extension cord that did not have a continuous path to ground (ground pin missing).

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.416(e)(1): Worn or frayed electric cords or cables were used:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16, employees were exposed to electric shock and burns while using an electrical cord that was frayed.

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:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 7 a** Type of Violation: **Serious**

29 CFR 1926.502(d)(15): Anchorage used for attachment for personal fall arrest equipment was not capable of supporting at least 5,000 pounds (22.2 kN) per employee attached nor was it designed, installed and used as follows: As part of a complete personal fall arrest system which maintains a safety factor of at least two; and under the supervision of a qualified person.

(a) Location - 232 Main Street, Haverhill, MA (main steep roof):

On or about 2/18/16, employees were exposed to falls when the protection anchor was not secured properly to the peak of the roof.

(b) Location - 232 Main Street, Haverhill, MA (lower steep roof):

On or about 2/18/16, employees were exposed to falls when multiple employees were secured to the same anchor point which was also not properly secured.

(c) Location - 232 Main Street, Haverhill, MA (lower steep roof):

On or about 2/19/16, employees were exposed to falls when the protection anchor was not secured properly to the peak of the roof.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.502(d)(16)(iii): Personal fall arrest systems, when stopping a fall, were not rigged such that an employee could not free fall more than 6 feet (1.8 m) nor contact any lower level:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/18/16, employees were exposed to falls when the personal fall protection lanyard had more than a six foot free fall distance when working on the roof.

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:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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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 8 a** Type of Violation: **Serious**

29 CFR 1926.1053(b)(5)(i): Non-self-supporting ladder(s) were not used at an angle such that the horizontal distance from the top support to the foot of the ladder was approximately one-quarter of the working length of the ladder:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/19/16, employees were exposed to falls while using an extension ladder that was not used at the proper angle.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3080.00

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.1053(b)(22): Employees using ladders were carrying objects or loads that could cause the employee to lose balance and fall:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/19/16, an employee was exposed to falling while ascending and descending a ladder while carrying an object (leaf blower) which could cause the employee to lose balance and fall.

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.

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

**Inspection Number:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.1060(a): The employer did not provide a training program for each employee using ladders and stairways, as necessary, which would enable each employee to recognize hazards related to ladders and stairways and train each employee in the procedures to be followed to minimize these hazards.

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16 - 02/19/2016, the employer did not provide sufficient ladder training to each employee on the site who used ladders.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

08/14/2016  
\$3080.00

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:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.501(b)(10): The employer does not protect each employee engaged in roofing activities on low-slope roofs with unprotected sides and edges 6 feet or more above lower levels from falling by guardrail systems, safety net systems, personal fall arrest systems, or a combination of warning line system and guardrail system, warning line system and safety net system, or warning line system and personal fall arrest system, or warning line system and safety monitoring system. Or, on roofs 50-feet (15.25 m) or less in width, the employer does not protect each employee by use of a monitoring system:

This violation was most recently observed on 02/17/2016-02/19/2016 at a worksite at 232 Main Street, Haverhill, MA (front and rear of the building), where fall protection was not provided, exposing employees working from a low slope roof with a fall hazard greater than 19 feet.

To abate this violation, the employer must ensure that a fall protection system is in place to protect each employee working 6 feet or more above a lower level from falling.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/05/2016
Proposed Penalty:	\$30800.00

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:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.501(b)(11): The employer does not protect each employee on a steep roof with unprotected sides and edges 6 feet (1.8 m) or more above lower levels protected from falling by guardrail systems with toeboards, safety net systems, or personal fall arrest systems:

This violation was most recently observed on 02/17/2016-02/19/2016 at a worksite at 232 Main Street, Haverhill, MA (main steep roof, front lower steep roof and rear upper steep roof), where fall arrest systems were not provided, exposing employees working from a 8-pitch roof to a fall hazard greater than 45-feet.

To abate this violation, the employer must ensure that a fall protection system is in place to protect each employee working 6 feet or more above a lower level from falling.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/05/2016
Proposed Penalty:	\$30800.00

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:** 1125663  
**Inspection Date(s):** 02/17/2016 - 02/17/2016  
**Issuance Date:** 08/01/2016



**Citation and Notification of Penalty**

**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.1053(b)(1): Where portable ladders are used for access to an upper landing surface and the ladder's length allows, the employer does not ensure that ladder side rails do not extend at least 3 feet (.9 m) above the upper landing surface being accessed:

This violation was most recently observed between 02/17/2016 - 02/19/2016 at a worksite at 232 Main Street, Haverhill, MA, where ladders used to access upper landing surfaces did not extend three feet beyond the landing surface, exposing employees to a fall hazard greater than 45 feet.

To abate this violation, the employer must ensure that when employees use a ladder to access an upper landing surface they are extend three feet beyond that landing surface.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	08/05/2016
Proposed Penalty:	\$30800.00

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:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830

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

29 CFR 1926.503(a)(1): The employer did not provide a training program for each employee potentially exposed to fall hazards to enable each employee to recognize the hazards of falling and the procedures to be followed in order to minimize these hazards:

(a) Location - 232 Main Street, Haverhill, MA:

On or about 2/17/16 - 02/19/2016, the employer did not provide sufficient fall protection training to each employee on the site who was exposed to fall hazards.

The Roof Kings, LLC was previously cited for a violation of this Occupational Safety and Health Standard 29 CFR 1926.503 (a)(1), which was contained in OSHA inspection number 949570, citation number 1, item number 3 and was affirmed as a final order on 4/9/14, with respect to a workplace located at 31 Bowker Street Boston, MA.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

08/14/2016  
\$6160.00

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

**Anthony Covello**  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
138 River Road  
Suite 102, Shattuck Office Center  
Andover, MA 01810  
Phone: 978-837-4460 Fax: 978-837-4455



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** THE ROOF KINGS LLC  
**Inspection Site:** 232 Main Street, Haverhill, MA 01830  
**Issuance Date:** 08/01/2016

<b>Summary of Penalties for Inspection Number</b>	<b>1125663</b>
<b>Citation 1, Serious</b>	<b>\$2,6400.00</b>
<b>Citation 2, Willful</b>	<b>\$92,400.00</b>
<b>Citation 3, Repeat</b>	<b>\$6,160.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$124,960.00</b>

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To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

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

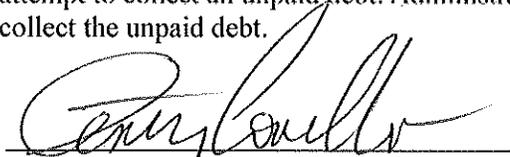
original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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

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

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

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



Anthony Covello  
Area Director

8/1/2016  
Date