



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

29 CFR 1910.134(d)(3)(i)[B][1]: The employer did not select a respirator for employee use that maintained the employee's exposure to the hazardous substance at or below the Maximum Use Concentration (MUC), when measured outside the respirator:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach, Florida, employees were exposed to lead concentrations that exceeded the maximum use concentration of 500  $\mu\text{g}/\text{m}^3$  while cleaning the shooting range.

- a) While transporting buckets of lead, an employee was exposed to 2116  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the MUC.
- b) While shovelling and sweeping, an employee was exposed to 2224  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 4.4 times the MUC.
- c) While shovelling and sweeping, an employee was exposed to 4453  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 8.9 times the MUC.
- d) While shovelling and sweeping, an employee was exposed to 4809  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 9.6 times the MUC.

The North 5500 and 3M 6200 half face air purifying respirators that were in use during the operation had assigned protection factors of 10.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/16/2012
Proposed Penalty:	\$ 4200.00

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See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

29 CFR 1910.134(g)(1)(i)(A): The employer permitted respirators with tight-fitting facepieces to be worn by employees who had facial hair that came between the sealing surface of the facepiece and the face or interfered with valve function.

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, an employee wearing a North 5500 half face respirator had a beard.

While shovelling and sweeping, the employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$ . This exposure was 9.3 times the permissible exposure limit for lead (50  $\mu\text{g}/\text{m}^3$ ). Monitoring was conducted for 50 minutes and a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/16/2012
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#### Citation 1 Item 3 Type of Violation: **Serious**

29 CFR 1910.1025(j)(2)(iv): Each employee whose blood lead level exceeded 40 micrograms per 100 grams of whole blood was not notified in writing within five (5) days after receipt of such results: (A) of that employee's blood lead level and (B) that the standard requires temporary medical removal with Medical Removal Protection benefits when an employee's blood lead level exceeds the numerical criterion for medical removal under paragraph (k)(1)(i) of this section:

On or about 07/07/2011, the employer did not provide employees with written notification of blood lead level (BLL) results and the standard's requirements for temporary medical removal:

- a) an employee with a BLL of 56mcg/dL on 06/17/2011
- b) an employee with a BLL of 61mcg/dL on 06/03/2011
- c) an employee with a BLL of 55mcg/dL on 07/01/2011
- d) an employee with a BLL of 54mcg/dL on 06/03/2011
- e) an employee with a BLL of 44mcg/dL on 06/17/2011
- f) an employee with a BLL of 43mcg/dL on 06/17/2011
- g) an employee with a BLL of 96mcg/dL on 06/03/2011
- h) an employee with a BLL of 92mcg/dL on 07/01/2011

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 4200.00

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

29 CFR 1910.1025(j)(3)(ii)(D)(2): Medical examinations for lead made available pursuant to paragraphs (j)(3)(i)(A)-(B) of this section did not include hemoglobin and hematocrit determination:

On or about 07/07/2011, the employer did not provide blood sampling and analysis that included hemoglobin and hematocrit determination to employees exposed to lead above the Permissible Exposure Limit (50  $\mu\text{g}/\text{m}^3$ ) while cleaning shooting ranges.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In all cases a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	02/20/2012
Proposed Penalty:	\$ 4200.00

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**Company Name:** Welch Group Environmental LLP and Glenn Welch  
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**Citation 1 Item 4b Type of Violation: **Serious****

29 CFR 1910.1025(j)(3)(ii)(D)(3): Medical examinations for lead made available pursuant to paragraphs (j)(3)(i)(A)-(B) of this section did not include zinc protoporphyrin analysis:

On or about 07/07/2011, the employer did not provide blood sampling and analysis that included zinc protoporphyrin analysis to employees exposed to lead above the Permissible Exposure Limit (50  $\mu\text{g}/\text{m}^3$ ) while cleaning shooting ranges.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In all cases a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

**Date By Which Violation Must be Abated:** 02/20/2012



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
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**Citation 1 Item 4c Type of Violation: **Serious****

29 CFR 1910.1025(j)(3)(ii)(D)(4): Medical examinations for lead made available pursuant to paragraphs (j)(3)(i)(A)-(B) of this section did not include blood urea nitrogen analysis:

On or about 07/07/2011, the employer did not provide blood sampling and analysis that included blood urea nitrogen analysis to employees exposed to lead above the Permissible Exposure Limit (50  $\mu\text{g}/\text{m}^3$ ) while cleaning shooting ranges.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In all cases a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

**Date By Which Violation Must be Abated:** 02/20/2012

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**Company Name:** Welch Group Environmental LLP and Glenn Welch  
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**Citation 1 Item 4d Type of Violation: **Serious****

29 CFR 1910.1025(j)(3)(ii)(D)(5): Medical examinations for lead made available pursuant to paragraphs (j)(3)(i)(A)-(B) of this section did not include serum creatinine analysis:

On or about 07/07/2011, the employer did not provide blood sampling and analysis that included serum creatinine analysis to employees exposed to lead above the Permissible Exposure Limit (50  $\mu\text{g}/\text{m}^3$ ) while cleaning shooting ranges.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In all cases a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

**Date By Which Violation Must be Abated:** 02/20/2012

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**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

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 (QFNT):

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, the employer did not provide a fit test to employees required to wear North 5500 half-face and 3M 6200 half-face respirators. While clean a shooting range, four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  while cleaning shooting ranges.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

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**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
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**Citation 2 Item 2** Type of Violation: **Willful**

1910.134 (k): The employer did not provide effective training to employees who are required to use respirators.

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, the employer did not provide respirator training to employees required to wear North 5500 half-face and 3M 6200 half-face respirators when exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$ .

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times the PEL.

In each cases a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

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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 3a Type of Violation: Willful**

29 CFR 1910.1025(c)(1): Employee(s) were exposed to lead at concentrations greater than fifty micrograms per cubic meter of air averaged over an eight hour period:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  while cleaning the shooting range.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	02/20/2012
Proposed Penalty:	\$ 42000.00

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## Citation and Notification of Penalty

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

29 CFR 1910.1025(e)(1): Engineering and work practice controls (including administrative controls) were not implemented to reduce and maintain employee exposure to lead in accordance with the schedule in Table I of this paragraph:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, the employer did not utilize engineering controls to reduce employees' exposure to airborne lead. While cleaning a shooting range, four employees were exposed to lead above the permissible exposure limit (PEL) of 50  $\mu\text{g}/\text{m}^3$ .

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times the PEL.

In each case a zero dose was assumed for the un-sampled time.

### **ABATEMENT SCHEDULE**

#### **DUE ON 01/13/12**

**STEP 1**-Effective respiratory protection shall be provided and used by employees as an interim protective measure.

#### **DUE ON 02/21/12**

**STEP 2**-Submit to the Area director a written detailed plan of abatement outlining a schedule of implementation of engineering and/or administrative measures to control employee exposure to the hazardous substance referenced in this citation. This plan shall include, at a minimum, target dates for the following actions which should be consistent with the dates required by the citation:

- a) Evaluation of the extent and location of the hazard source;
- b) Evaluation of control measure options;

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- c) Selection of optimum control measures;
- d) Determination of control measure design;
- e) Ordering and delivery of equipment and materials;
- f) Installation of control measures;
- g) Training of employees in the proper operation and maintenance of the newly implement control measures, and,
- h) Assurance of effective performance of control measures.

All proposed control measures shall be approved for each particular use by a competent Industrial Hygienist or other technically qualified person. Progress reports are required during the abatement period.

**DUE ON 05/15/12**

**STEP 3-** Correction shall be completed by the implementation of feasible engineering and/or administrative controls and their effectiveness at achieving compliance verified.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

**Date By Which Violation Must be Abated:** 05/15/2012

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**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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**Citation 2 Item 4 Type of Violation: Willful**

29 CFR 1910.1025(g)(1): Appropriate protective work clothing and equipment were not provided at no cost to the employee when employee(s) were exposed to lead above the permissible exposure limit (PEL), without regard to the use of respirators, or where the possibility of skin or eye irritation existed:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, four employees were not provided with eye and head protection while cleaning the shooting range. The employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  during the activity.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/16/2012
Proposed Penalty:	\$ 42000.00



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**Company Name:** Welch Group Environmental LLP and Glenn Welch  
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**Citation 2 Item 5 Type of Violation: **Willful****

29 CFR 1910.1025(h)(2)(ii): Shoveling, sweeping or brushing methods were used to remove lead accumulations where vacuuming or other equally effective methods were available and feasible:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  while cleaning the shooting range.

- a) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

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**Citation 2 Item 6** Type of Violation: **Willful**

29 CFR 1910.1025(i)(2)(i): Clean change rooms were not provided for employees exposed to lead in excess of the permissible exposure limit (PEL), without regard to the use of respirators:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  while cleaning the shooting range.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
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**Citation 2 Item 7 Type of Violation: Willful**

29 CFR 1910.1025(i)(3)(ii): Shower facilities, in accordance with 29 CFR 1910.141(d)(3), were not provided for employee(s) exposed to lead in excess of the permissible exposure limit (PEL), without regard to the use of respirators:

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, the employer did not provide shower facilities to four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$  while cleaning the shooting range.

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

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See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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**Citation 2 Item 8** Type of Violation: **Willful**

29 CFR 1910.1025(j)(2)(ii): A second (follow-up) blood sampling test was not provided within two weeks after receipt of the first blood sampling test which indicated that the employee's blood lead level exceeded the numerical criterion for medical removal under paragraph (k)(1)(i) of this section:

- a) On or about 07/07/2011, the employer did not provide a follow-up blood sampling test to an employee who had a blood lead level of 61 ug/dL on 06/03/2011.
- b) On or about 07/07/2011, the employer did not provide a follow-up blood sampling test to an employee who had a blood lead level of 96 ug/dL on 06/03/2011.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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**Citation 2 Item 9** Type of Violation: **Willful**

29 CFR 1910.1025(k)(1)(iii)(A)(1): An employee removed from work due to blood lead level at or above 60 micrograms per 100 grams of whole blood, was returned to that employee's former job status prior to the results of two consecutive blood sampling tests which indicated that the employee's blood lead level was at or below 40 micrograms per 100 grams of whole blood:

On or about 07/07/2011, two consecutive blood lead level result were not obtained for the following employees:

- a) an employee who had a blood lead level of 61 ug/dL on 06/03/2011.
- b) an employee who had a blood lead level of 96 ug/dL on 06/03/2011.

Both employees were returned to their former job status without obtaining two consecutive blood lead level results indicating that their blood leads were at or below 40 ug/dL.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

**Citation 2 Item 10** Type of Violation: **Willful**

29 CFR 1910.1025(k)(2)(i): An employee removed from exposure to lead, or otherwise limited pursuant to this section was not provided with medical removal protection benefits:

On or about 07/07/2011, the following employees were medically removed for 3 weeks and were not provided with medical removal protection benefits:

- a) an employee who had a blood lead level of 61 ug/dL on 06/03/2011
- b) an employee who had a blood lead level of 96 ug/dL on 06/03/2011

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

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See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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**Citation 2 Item 11** Type of Violation: **Willful**

29 CFR 1910.1025(l)(1)(i): Employee(s) working in an area where there is potential exposure to airborne lead at any level were not informed of the content of Appendices A and B of this regulation:

On or about 07/07/2011, the employer did provide lead training nor inform employees of the contents of appendices A and B of the standard.

While clean a shooting range, four employees were exposed to lead above the Permissible Exposure Limit (PEL) of 50  $\mu\text{g}/\text{m}^3$ .

- a) While carrying buckets of lead, an employee was exposed to an 8-hour time weighted average lead concentration of 212  $\mu\text{g}/\text{m}^3$  during the 48 minutes of monitoring. This exposure was 4.2 times the PEL for lead.
- b) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 264  $\mu\text{g}/\text{m}^3$  during the 57 minutes of monitoring. This exposure was 5.3 times the PEL for lead.
- c) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 464  $\mu\text{g}/\text{m}^3$  during the 50 minutes of monitoring. This exposure was 9.3 times the PEL for lead.
- d) While shovelling and sweeping, an employee was exposed to an 8-hour time weighted average lead concentration of 511  $\mu\text{g}/\text{m}^3$  during the 51 minutes of monitoring. This exposure was 10.2 times PEL for lead.

In each case, a zero dose was assumed for the un-sampled time.

**PLEASE NOTE: CERTIFICATION AND DOCUMENTATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 42000.00

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See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

29 CFR 1910.1025(g)(2)(vii): Containers of contaminated protective clothing and equipment required by paragraph (g)(2)(v) were not labeled as follows: "CAUTION: CLOTHING CONTAMINATED WITH LEAD. DO NOT REMOVE DUST BY BLOWING OR SHAKING. DISPOSE OF LEAD CONTAMINATED WASH WATER IN ACCORDANCE WITH APPLICABLE LOCAL, STATE, OR FEDERAL REGULATIONS.":

On or about 07/07/2011, at the facility located at 1505 Poinsettia Drive in the city of Delray Beach Florida, lead-contaminated protective clothing and equipment were stored in an unmarked orange bucket and a black trash bag after removal.

**PLEASE NOTE: CERTIFICATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/16/2012
Proposed Penalty:	\$ 600.00

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See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

**Company Name:** Welch Group Environmental LLP and Glenn Welch  
**Inspection Site:** 1505 Poinsettia Drive, Suite H-6, Delray Beach, FL 33444

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

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 07/07/2011, the employer did provide develop nor implement a written hazard communication program to address employees' exposure to chemicals such as but not limited to copper and antimony by employees at the facility.

**PLEASE NOTE: CERTIFICATION OF ABATEMENT IS REQUIRED FOR THIS VIOLATION.**

Date By Which Violation Must be Abated:	01/30/2012
Proposed Penalty:	\$ 600.00

*for*  *Acting AD*  
\_\_\_\_\_  
Darlene Fossum  
Area Director

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.