

U.S. Department of Labor
Occupational Safety and Health Administration
1310 W. Clairemont Avenue
Eau Claire, WI 54701
Phone: 715-832-9019 Fax: 715-832-1147



Citation and Notification of Penalty

To:
White Cedar Shingles, Inc.
2700 Winter Street
Superior, WI 54880

Inspection Number: 907778
Inspection Date(s): 05/22/2013 - 05/23/2013
Issuance Date: 11/06/2013

Inspection Site:
2700 Winter Street
Superior, WI 54880

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.

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

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

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

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

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

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



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 11/06/2013. The conference will be held by telephone or at the OSHA office located at 1310 W. Clairemont Avenue, Eau Claire, WI 54701 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 907778

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880
Issuance Date: 11/06/2013

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, 1310 W. Clairemont Avenue, Eau Claire, WI 54701**

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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 1 a Type of Violation: **Serious**

29 CFR 1910.178(l)(1)(ii): The employer did not ensure that each operator had successfully completed the training required by paragraph (l), except as permitted by paragraph (l)(5), prior to permitting an employee to operate a powered industrial truck:

(a) Throughout the facility; Each forklift operator was not trained and evaluated prior to operating LPG forklifts.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/29/2013 |
| Proposed Penalty: | \$1320.00 |

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

29 CFR 1910.178(l)(6): The employer did not certify that each operator has been trained and evaluated as required by this paragraph (l):

(a) Certification of training was not maintained and/or provided for each forklift operator.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/29/2013 |
|---|------------|

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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 1910.219(b)(1): Flywheel(s) with parts seven feet or less above floor(s) or platform(s) were not guarded in accordance with the requirements specified in 29 CFR 1910.219(b)(1)(i) through (b)(1)(iv):

(a) Outside lumber mill; From the period of May 7, 2013 through and including May 21, 2013, power transmission pulleys (flywheels) on the edger were not guarded.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/18/2013
Proposed Penalty: \$2640.00

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

29 CFR 1910.219(e)(1)(i): Horizontal belts which had both runs 42 inches or less from the floor level were not fully enclosed by guards conforming to requirements specified in 29 CFR 1910.219(m) and (o):

(a) Outside lumber milling area, Edger saw; From the period of May 7, 2013 through and including May 21, 2013, the power transmission belt was not guarded and/or enclosed.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/18/2013

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

29 CFR 1910.265(c)(18)(i): Construction, operation, and maintenance of conveyors were not in accordance with American National Standard B20.1-1957, Section 804(b): Any parts showing signs of wear were not replaced as soon as there was any indication of excessive wear, which is incorporated by reference as specified in Sec. 1910.6:

(a) Quonset hut, 1st floor, waste conveyor; From the period of May 7, 2013 through and including May 21, 2013, a damaged section near the mechanical lacing on the waste conveyor belt was not monitored, repaired or replaced. The damage was present since 2011.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/19/2013 |
| Proposed Penalty: | \$7000.00 |

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Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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 4 a Type of Violation: **Serious**

29 CFR 1910.303(b)(7)(iv): There were 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) Lumber milling area, Mini-mill; From the period of May 7, 2013 through and including May 21, 2013, the off control button (240 volt) was physically broken.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/18/2013 |
| Proposed Penalty: | \$2640.00 |

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

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

(a) Quonset hut; From the period of May 7, 2013 through and including May 21, 2013, the main service disconnect was not labeled to identify it as the isolation point for equipment such as, but not limited to the Mini-mill saw and trim saw. A separate disconnecting means beyond the main service disconnect was not provided for the Mini-mill or trim saw.

(b) Quonset hut; From the period of May 7, 2013 through and including May 21, 2013, circuits in a 220 volt circuit breaker box were not labeled.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/19/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

(a) Throughout the facility; From the period of May 7, 2013 through and including May 21, 2013, knockout holes and openings were not closed on the following equipment:

- i. Lumber mill area, Mini-mill; Unclosed opening in door of the 240 volt control panel,
- ii. Quonset hut, Dresser Wayne air compressor; Missing knockout on the 120 volt on/off control junction box,
- iii. Quonset hut, Excelsior blower motor; Missing knockout on the 480 volt electric motor,
- iv. Quonset hut, 480 volt subpanel for welder receptacle disconnect; The elbow connector did not enclose conductor wires.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/19/2013
Proposed Penalty: \$2640.00

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

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

(a) Quonset hut; From the period of May 7, 2013 through and including May 21, 2013, faceplates and cover plates were not installed on the following equipment:

- i. Quonset hut, Dresser Wayne air compressor; Missing cover plate on the 240 volt control box,
- ii. Quonset hut, Dresser Wayne air compressor; Missing faceplate on the 120 volt on/off control junction box,
- iii. Quonset hut junction box, Missing cover plate on a 480 junction box leading to circuit breaker panel

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/19/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

29 CFR 1910.147(c)(7)(i)(A): Authorized employee(s) do not receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation:

The employer does not provide hazardous energy control (lockout/tagout) training for employees authorized to perform servicing and maintenance activities on equipment such as, but not limited to, the trim saw and waste conveyor.

(a) As the investigation disclosed, throughout the facility, from the period of May 7, 2013 through and including May 21, 2013. Employees are exposed to hazardous energy during servicing and maintenance activities on the equipment such as, but not limited to, the trim saw and waste conveyor because the employer failed to provide training to inform authorized employees of the purpose of an energy control program, types of energy, and means for isolating hazardous sources of energy.

To abate this hazard in the future, ensure that each employee receives hazardous energy control (lockout/tagout) training upon initial hire and annually thereafter; inform them of the purpose of their energy control program, types of hazardous energy, and means for identifying and isolating sources of hazardous energy by implementing standardized training protocol/procedures for hazardous energy control (Lockout/tagout) and assigning the responsibility of overseeing and/or leading hazardous energy control (Lockout/tagout) training.

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

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Inspection Date(s): 05/22/2013 - 05/23/2013
Issuance Date: 11/06/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

Pursuant to 29 C.F.R. 1903.19, the employer must submit documents describing the steps it is taking to ensure compliance, including a description of their abatement plan for ensuring that all employees receive hazardous energy control (Lockout/tagout) prior to conducting work related activities and amendments to their hazardous energy control (Lockout/tagout) identifying specifically who will conduct energy isolation training and procedures/protocols to be followed during the initial and annual training sessions.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 12/06/2013 |
| Proposed Penalty: | \$70000.00 |

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

The employer does not require employees to affix energy isolation (lockout/tagout) device(s) to control and isolate source(s) of hazardous energy prior to conducting servicing and maintenance activities.

(a) As the investigation disclosed, in the lumber milling area, from the period of May 7, 2013 through and including May 21, 2013. Employees authorized to perform servicing and maintenance activities on the Mini-mill saw are exposed to hazardous energy during blade changes and other servicing and maintenance activities because the employer does not require that energy isolation (lockout/tagout) devices be applied to isolate electrical and pneumatic energy.

To abate this hazard in the future, ensure that energy isolation (lockout/tagout) devices are affixed to isolation points for electrical and pneumatic source of energy that are connected to the Mini-mill saw by each authorized person prior to initiating servicing and maintenance activities on the Mini-mill saw.

Pursuant to 29 C.F.R. 1903.19, the employer must submit documents describing the steps it is taking to ensure compliance, including a description of their abatement plan for ensuring that all authorized employees who are engaged in performing servicing and maintenance on the Mini-mill saw affix energy isolation devices to the electrical and pneumatic sources of hazardous energy prior to and during servicing and maintenance activities.

(b) As the investigation disclosed, in the Quonset hut, from the period of May 7, 2013 through and including May 21, 2013. Employees authorized to perform servicing and maintenance activities on the trim saw are exposed to hazardous energy during blade changes and when guards are removed/bypassed to clearing jams and facilitate cleaning operations, and other servicing and maintenance activities because the employer does not require that energy isolation (lockout/tagout) devices be applied to isolate electrical energy.

To abate this hazard in the future, ensure that energy isolation (lockout/tagout) device(s) are affixed to isolation point(s) for electrical source of energy that are connected to the trim saw by each authorized person prior to initiating servicing and maintenance activities on the trim saw when guards are

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: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

bypassed or removed.

Pursuant to 29 C.F.R. 1903.19, the employer must submit documents describing the steps it is taking to ensure compliance, including a description of their abatement plan for ensuring that all authorized employees who are engaged in performing servicing and maintenance on the trim saw affix energy isolation devices to the electrical sources of hazardous energy prior to and during servicing and maintenance activities where the guards are removed and/or bypassed.

(c) As the investigation disclosed, in the Quonset hut, from the period of May 7, 2013 through and including May 21, 2013. Employees authorized to perform servicing and maintenance activities on the waste conveyor are exposed to hazardous energy when removing the tail pulley guard to clear jams and clean excelsior (wood cuttings) from around the powered roller at the tail pulley section, when tracking the conveyor belt, and during other servicing and maintenance activities because the employer does not require that energy isolation (lockout/tagout) devices be applied to isolate electrical energy.

To abate this hazard in the future, ensure that energy isolation (lockout/tagout) device(s) are affixed to isolation point(s) for electrical source of energy that are connected to the waste conveyor by each authorized person prior to initiating servicing and maintenance activities on the waste conveyor.

Pursuant to 29 C.F.R. 1903.19, the employer must submit documents describing the steps it is taking to ensure compliance, including a description of their abatement plan for ensuring that all authorized employees who are engaged in performing servicing and maintenance on the waste conveyor affix energy isolation devices to the electrical source of hazardous energy prior to and during servicing and maintenance activities.

(d) As the investigation disclosed, in the Quonset hut, from the period of May 7, 2013 through and including May 21, 2013. Employees authorized to perform servicing and maintenance activities on the headsaw are exposed to hazardous energy during blade changes, manual blade scraping operations, jam clearing operations, and during other servicing and maintenance activities because the employer does not require that energy isolation (lockout/tagout) devices be applied to isolate electrical energy.

To abate this hazard in the future, ensure that energy isolation (lockout/tagout) device(s) are affixed to isolation point(s) for electrical source of energy that are connected to the headsaw by each authorized person prior to initiating servicing and maintenance activities on the headsaw.

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: 907778
Inspection Date(s): 05/22/2013 - 05/23/2013
Issuance Date: 11/06/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

Pursuant to 29 C.F.R. 1903.19, the employer must submit documents describing the steps it is taking to ensure compliance, including a description of their abatement plan for ensuring that all authorized employees who are engaged in performing servicing and maintenance on the headsaw affix energy isolation devices to the electrical source of hazardous energy prior to and during servicing and maintenance activities.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/18/2013 |
| Proposed Penalty: | \$70000.00 |

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: 907778
Inspection Date(s): 05/22/2013 - 05/23/2013
Issuance Date: 11/06/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

Citation 3 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.23(c)(1): Open-sided floors and/or platforms four feet or more above adjacent floor or ground level were not guarded with standard railings (or equivalent) and toeboards: Note: Toeboards are only required when persons can pass, there is moving equipment or there is equipment with which falling materials could create a hazard.

(a) Upper level of Quonset hut; From the period of May 7, 2013 through and including May 21, 2013, the railing system at a material landing area was not equipped with a mid-rail.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/19/2013 |
| Proposed Penalty: | \$0.00 |

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

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

Inspection Number: 907778
Inspection Date(s): 05/22/2013 - 05/23/2013
Issuance Date: 11/06/2013



Citation and Notification of Penalty

Company Name: White Cedar Shingles, Inc.
Inspection Site: 2700 Winter Street, Superior, WI 54880

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

29 CFR 1910.23(d)(1): Flights of stairs having four or more risers were not equipped with a standard railing as specified in paragraphs (d)(1)(i) through (v) of this section:

(a) Quonset hut; From the period of May 7, 2013 through and including May 21, 2013, the stair rail system leading up to the second level was not equipped with a mid-rail.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

11/19/2013
\$0.00

A handwritten signature in black ink, appearing to read "Mark Hysell". The signature is written in a cursive style and is positioned above the printed name and title.

Mark Hysell
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.