

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
800 Dolorosa  
Washington Square Bldg., Suite 203  
San Antonio, TX 78207  
Ph.: 210-472-5040 Fax: 210-472-5045



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## Citation and Notification of Penalty

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**To:**  
Clemente Covarrubias, dba Knock It Out  
410 Roslyn Ave  
San Antonio, TX 78204

**Inspection Number:** 447453  
**Inspection Date(s):** 03/09/2012 - 03/22/2012  
**Issuance Date:** 09/06/2012

**Inspection Site:**  
4032 E Southcross  
San Antonio, TX 78222

*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.*

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

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

**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. Please contact the U.S. Department of Labor – OSHA for an informal conference at 210-472-5040 ext. 237 for an appointment.

**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](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 09/06/2012. The conference will be held at the OSHA office located at 800 Dolorosa, Washington Square Bldg., Suite 203, San Antonio, TX 78207 on \_\_\_\_\_ at

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

**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 447453**

Company Name: Clemente Covarrubias, dba Knock It Out  
Inspection Site: 4032 E Southcross, San Antonio, TX 78222  
Issuance Date: 09/06/2012

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, 800 Dolorosa, Washington Square Bldg., Suite 203, San Antonio, TX 78207**

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 \_\_\_\_\_  
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Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
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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

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

**Inspection Number:** 447453  
**Inspection Date(s):** 03/09/2012 - 03/22/2012  
**Issuance Date:** 09/06/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.102(a)(1): Employees were not provided with eye and face protection equipment when machines or operations present potential eye or face injury from physical, chemical, or radiation agents:

The Reserve at Pecan Valley: On or about March 9, 2012, and at times prior to, an employee was spray painting the interior of an apartment unit with paint mixed with Kilz Pro X 370 moldicide without any eye protection exposing the employee to eye irritation and/or injury.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/11/2012  
\$1800.00

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:** 447453  
**Inspection Date(s):** 03/09/2012 - 03/22/2012  
**Issuance Date:** 09/06/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(d)(2): Asbestos hazards at a multi-employer work site were not abated by the contractor who created or controls the source of asbestos contamination.

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012, Clemente Covarrubias did not abate the source of asbestos contamination in apartment units in which asbestos containing ceiling was in deteriorated condition in Building 33, exposing employees to the inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012, Clemente Covarrubias did not abate the source of asbestos contamination in apartment units in which asbestos containing ceiling was in deteriorated condition in Building 35, exposing employees to the inhalation of airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012, Clemente Covarrubias did not abate the source of asbestos contamination in apartment units in which asbestos containing ceiling was in deteriorated condition in Building 36, exposing employees to the inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 09/16/2012  
Proposed Penalty: \$3000.00

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:** 447453  
**Inspection Date(s):** 03/09/2012 - 03/22/2012  
**Issuance Date:** 09/06/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(e)(1): All Class I, II, and III asbestos work was not conducted within regulated areas:

The Reserve at Pecan Valley Apartments: On or about March 9, 2012, and at times prior to, Clemente Covarrubias did not ensure that removal of class I asbestos containing material in building 36 was completed in regulated areas.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/21/2012  
\$1800.00

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:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(f)(1)(i): Where exposure monitoring was required under 29 CFR 1926.1101, the employer did not perform monitoring to determine accurately the airborne concentrations of asbestos to which employees were or potentially were exposed:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not monitor for the concentration of airborne asbestos when employees were disturbing and removing asbestos containing ceiling material from building 33. This condition potentially exposed employees to the inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not monitor for the concentration of airborne asbestos when employees were disturbing and removing asbestos containing ceiling material from building 36. This condition potentially exposed employees to the inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 09/21/2012  
Proposed Penalty: \$1800.00

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:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(f)(2)(i): The employer failed to ensure that the exposure assessment by a "competent person" was conducted in time to comply with requirements which are triggered by the exposure data or the lack of a negative exposure assessment:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform an exposure assessment by a "competent person" prior to disturbance and removal of sprayed on popcorn ceiling containing asbestos in building 33. This Condition exposed employees to inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform an exposure assessment by a "competent person" prior to disturbance and removal of sprayed on popcorn ceiling containing asbestos in building 35. This Condition exposed employees to inhalation of airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform an exposure assessment by a "competent person" prior to disturbance and removal of sprayed on popcorn ceiling containing asbestos in building 36. This Condition exposed employees to inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/27/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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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 1926.1101(g)(1)(i): The employer did not use engineering controls and work practices in all operations covered by 29 CFR 1926.1101, regardless of the levels of exposure, in the form of vacuum cleaners equipped with high efficiency particulate air (HEPA) filters to collect all debris and dust containing asbestos containing material and presumed asbestos containing material:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide HEPA vacuum cleaners or other engineering controls for employees conducting class I asbestos removal of ceiling material in building 33. This condition potentially exposed employees to airborne asbestos fibers.
  
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide HEPA vacuum cleaners or other engineering controls for employees conducting class I asbestos removal of ceiling material in building 35. This condition potentially exposed employees to airborne asbestos fibers.
  
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide HEPA vacuum cleaners or other engineering controls for employees conducting class I asbestos removal of ceiling material in building 36. This condition potentially exposed employees to airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 09/21/2012  
Proposed Penalty: \$3000.00

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:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(g)(1)(ii): The employer did not use engineering controls and work practices in all operations covered by 29 CFR 1926.1101, regardless of the levels of exposure, in the form of wet methods or wetting agents to control employee exposures during asbestos handling, mixing, removal, cutting, application and cleanup:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide wet methods or wetting agents or other engineering controls when employees were disturbing or removing class I asbestos ceiling material in building 33. This condition exposed employees to inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide wet methods or wetting agents or other engineering controls when employees were disturbing or removing class I asbestos ceiling material in building 35. This condition exposed employees to inhalation of airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide wet methods or wetting agents or other engineering controls when employees were disturbing or removing class I asbestos ceiling material in building 36. This condition exposed employees to inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/21/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(g)(1)(iii): The employer did not use work practices in all operations covered by 29 CFR 1926.1101, regardless of the levels of exposure, in the form of prompt clean-up and disposal of wastes and debris contaminated with asbestos, in leak-tight containers:

a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform clean-up and disposal of waste and debris in containers that were leak-tight. Wallboard and ceiling debris was observed at the worksite in dumpsters in piles and littered in the apartment parking lot exposing employees to airborne asbestos fibers. Employees stated that building materials were removed from building 33.

b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform clean-up and disposal of waste and debris in containers that were leak-tight. Wallboard and ceiling debris was observed at the worksite in dumpsters in piles and littered in the apartment parking lot exposing employees to airborne asbestos fibers. Employees stated that building materials were removed from building 35.

c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not perform clean-up and disposal of waste and debris in containers that were leak-tight. Wallboard and ceiling debris was observed at the worksite in dumpsters in piles and littered in the apartment parking lot exposing employees to airborne asbestos fibers. Employees stated that building materials were removed from building 36.

All ACM and or PACM must be disposed of in leak-tight containers and not mixed in with regular construction waste.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/11/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(g)(2): Control methods were not used to achieve compliance as required by sections 1926.1001(g)(2)(i) through (g)(2)(v):

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide any control methods such as: Local exhaust ventilation with HEPA dust collection system, enclosure or isolation of processes producing asbestos dust, ventilation, or other feasible work practices or engineering controls during removal of asbestos containing ceiling material from building 33. This condition exposed employees to inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide any control methods such as: Local exhaust ventilation with HEPA dust collection system, enclosure or isolation of processes producing asbestos dust, ventilation, or other feasible work practices or engineering controls during removal of asbestos containing ceiling material from building 35. This condition exposed employees to inhalation of airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide any control methods such as: Local exhaust ventilation with HEPA dust collection system, enclosure or isolation of processes producing asbestos dust, ventilation, or other feasible work practices or engineering controls during removal of asbestos containing ceiling material from building 36. This condition exposed employees to inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/11/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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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 1926.1101(h)(1)(i): The employer did not provide respirators and ensure that they were used during all Class I asbestos jobs:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide respirators for employees performing class I asbestos removal of ceiling material in building 33, exposing employees to airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide respirators for employees performing class I asbestos removal of ceiling material in building 35, exposing employees to airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide respirators for employees performing class I asbestos removal of ceiling material in building 36, exposing employees to airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/11/2012  
\$3000.00



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(h)(2)(i): A written respiratory protection program that included the provisions in 29 CFR 1910.134(b) - (d) with worksite specific procedures was not established and implemented for required respirator use:

a) The Reserve at Pecan Valley Apartments: On or about March 14, 2012, Clemente Covarrubias issued employees respirators for painting operations without establishing a written respiratory protection program and none of the provisions in the standard were developed or implemented.

b) The Reserve at Pecan Valley Apartments: On or about March 14, 2012, Clemente Covarrubias issued employees respirators for class I asbestos and presumed asbestos containing material removal operations without establishing a written respiratory protection program and none of the provisions in the standard were developed or implemented.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/16/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(i)(1): The employer did not provide and require the use of protective clothing, such as coveralls or similar whole-body clothing, head coverings, gloves, and foot coverings for each employee exposed to airborne concentrations of asbestos that exceed the time weighted average and/or excursion limit in 29 CFR 1926.1101(c) or for which a required negative exposure assessment was not produced:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide appropriate protective clothing for employees performing disturbance and removal of asbestos containing ceiling material in building 33, and a negative exposure assessment was not conducted. This condition exposed employees to inhalation of airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide appropriate protective clothing for employees performing disturbance and removal of asbestos containing ceiling material in building 35, and a negative exposure assessment was not conducted. This condition exposed employees to inhalation of airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide appropriate protective clothing for employees performing disturbance and removal of asbestos containing ceiling material in building 36, and a negative exposure assessment was not conducted. This condition exposed employees to inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 09/11/2012  
Proposed Penalty: \$1800.00

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:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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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 1926.1101(k)(3)(i): Before the employer permitted its own employees to perform work subject to this standard in areas containing asbestos-containing material (ACM) and presumed asbestos-containing material (PACM), the employer did not identify the presence, location and quantity of asbestos containing material and/or presumed asbestos containing material therein pursuant to 29 CFR 1926.1101(k)(1):

- a) The Reserve at Pecan Valley: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not identify the presence, location, and quantity of ACM and PACM prior to employees removing ceiling material containing asbestos from building 33 exposing employees to airborne asbestos fibers.
- b) The Reserve at Pecan Valley: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not identify the presence, location, and quantity of ACM and PACM prior to employees removing ceiling material containing asbestos from building 35 exposing employees to airborne asbestos fibers.
- c) The Reserve at Pecan Valley: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not identify the presence, location, and quantity of ACM and PACM prior to employees removing ceiling material containing asbestos from building 36 exposing employees to airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/07/2012  
\$4200.00

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:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(k)(3)(ii)(B): The employer did not inform employees who performed work under 29 CFR 1926.1101 of the location and quantity of asbestos containing material and/or presumed asbestos containing material present in the area:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not inform his employees of asbestos containing material or presumed asbestos containing material during the disturbance or removal of asbestos ceiling material in building 33. This condition exposed employees to airborne asbestos fibers.
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not inform his employees of asbestos containing material or presumed asbestos containing material during the disturbance or removal of asbestos ceiling material in building 35. This condition exposed employees to airborne asbestos fibers.
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not inform his employees of asbestos containing material or presumed asbestos containing material during the disturbance or removal of asbestos ceiling material in building 36. This condition exposed employees to airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

09/11/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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

29 CFR 1926.1101(k)(9)(i): The employer did not institute, at no cost to employees, a training program for each employee who was likely to be exposed in excess of the permissible exposure limit (PEL) and for each employee who performed Class I through IV asbestos operations:

- a) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide employees who were exposed or likely to be exposed disturbing or removing asbestos ceiling material in building 33 with asbestos training regarding the hazards of asbestos and the proper methods for class I work. This condition exposed employees to the inhalation of airborne asbestos fibers.
  
- b) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide employees who were exposed or likely to be exposed disturbing or removing asbestos ceiling material in building 35 with asbestos training regarding the hazards of asbestos and the proper methods for class I work. This condition exposed employees to the inhalation of airborne asbestos fibers.
  
- c) The Reserve at Pecan Valley Apartments: On or about March 9, 2012 and at times prior to, Clemente Covarrubias did not provide employees who were exposed or likely to be exposed disturbing or removing asbestos ceiling material in building 36 with asbestos training regarding the hazards of asbestos and the proper methods for class I work. This condition exposed employees to the inhalation of airborne asbestos fibers.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	09/11/2012
Proposed Penalty:	\$1800.00

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:** 447453  
**Inspection Date(s):** 03/09/2012 - 03/22/2012  
**Issuance Date:** 09/06/2012



**Citation and Notification of Penalty**

**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222

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*for* 

**Kelly C. Knighton, CSP**  
Area Director

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

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
800 Dolorosa  
Washington Square Bldg., Suite 203  
San Antonio, TX 78207  
Ph.: 210-472-5040 Fax: 210-472-5045



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Clemente Covarrubias, dba Knock It Out  
**Inspection Site:** 4032 E Southcross, San Antonio, TX 78222  
**Issuance Date:** 09/06/2012

<b>Summary of Penalties for Inspection Number</b>	<b>447453</b>
<b>Citation 1, Serious</b>	<b>\$22200.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$22200.00</b>

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To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance.

OSHA does not agree to any restrictions or conditions 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 or conditions do not exist.

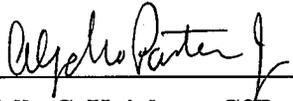
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 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.

for   
\_\_\_\_\_  
**Kelly C. Knighton, CSP**  
Area Director

9-6-12  
\_\_\_\_\_  
Date