

## U.S. Department of Labor

Occupational Safety and Health Administration  
1033 La Posada  
Suite 375  
Austin, TX 78752  
Phone: 512-374-0271 Fax: 512-374-0086



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## Citation and Notification of Penalty

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**To:**

Cavco Industries Inc., dba Cavco Homes of Texas  
and its successors  
2301 North Hwy 46  
Seguin, TX 78155

**Inspection Number:** 1228723

**Inspection Date(s):** 04/27/2017 - 05/25/2017

**Issuance Date:** 10/11/2017

**Inspection Site:**

2301 North Hwy 46  
Seguin, TX 78155

*The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

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

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

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Right to Contest** – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

**Penalty Payment** – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to "DOL-OSHA". Please indicate the Inspection Number on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

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

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

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

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

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

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

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

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

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



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 10/11/2017. The conference will be held by telephone or at the OSHA office located at 1033 La Posada, Suite 375, Austin, TX 78752 on \_\_\_\_\_ at \_\_\_\_\_.

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

## CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

**Inspection Number: 1228723**

Company Name: Cavco Industries Inc., dba Cavco Homes of Texas  
Inspection Site: 2301 North Hwy 46, Seguin, TX 78155  
Issuance Date: 10/11/2017

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, 1033 La Posada, Suite 375, Austin, TX 78752**

Citation Number 1 and Item Number 1 was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number 1 and Item Number 2 was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number 1 and Item Number 3 was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number 1 and Item Number 4 was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number 1 and Item Number 5 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:** Cavco Industries Inc., dba Cavco Homes of Texas  
**Inspection Site:** 2301 North Hwy 46, Seguin, TX 78155

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

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to an accelerated fall due to trailer movement.

On or about 3 May 2017, and at times prior thereto, three employees were riding on equipment not designed for occupancy. The employees were standing and walking on a flatbed trailer that measured approximately 41 inches high that was being pulled by a Toyota forklift, exposing the employees to the hazard of falling off of the trailer.

Among others, feasible and acceptable methods of abatement to correct this hazard is to follow the requirements set forth by; 1) National Association of Trailer Manufacturers- "Safely Towing a Trailer" Page 3 Never allow anyone to ride in or on the trailer, and 2) Star Industries Operator's Manual for Hitch Trailer Adapters on forklifts: Keep all personnel clear while the load is being raised, moved, or lowered.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	10/12/2017
Proposed Penalty:	\$9959.00

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1228723

**Inspection Date(s):** 04/27/2017 - 05/25/2017

**Issuance Date:** 10/11/2017



**Citation and Notification of Penalty**

**Company Name:** Cavco Industries Inc., dba Cavco Homes of Texas

**Inspection Site:** 2301 North Hwy 46, Seguin, TX 78155

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

29 CFR 1910.132(d)(1)(i): The employer did not select, and have each affected employee use, the types of PPE that would protect the affected employee from the hazards identified in the hazard assessment.

On or about 27 April 2017, and at times prior thereto, employees were working with hazardous chemicals without using effective PPE that would protect them from the identified hazards in two separate instances:

(a) Four employees in the Walls department were applying Voramer ME 3513 Isocyanate glue by hand to the mobile home frames without wearing chemically resistant gloves or chemical goggles, exposing the employees to skin/eye irritation and chemical sensitization.

(b) One employee in the paint booth was spraying Aquence KL 7956 FP without wearing chemically resistant gloves exposing the employee to skin irritation and a dermal absorption of the paint that is classified as a class 1A carcinogen.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

10/12/2017

Proposed Penalty:

\$5975.00

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

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

29 CFR 1910.178(a)(4): Modifications and additions which affect capacity and safe operation of powered industrial truck were performed by the employer without the manufacturer's prior written approval.

On or about 3 May 2017, and at times prior thereto, an employee was operating a Toyota forklift with an unapproved attachment that was being used to tow a flatbed trailer, exposing the employees to the hazard of being struck by the forklift or other equipment in the event of a failure.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

10/12/2017  
\$7967.00

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

**Inspection Number:** 1228723  
**Inspection Date(s):** 04/27/2017 - 05/25/2017  
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**Citation and Notification of Penalty**

**Company Name:** Cavco Industries Inc., dba Cavco Homes of Texas  
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**Citation 1 Item 4** 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 electric equipment, such as parts that were broken, bent, cut or deteriorated by corrosion, chemical action, or overheating.

On or about 27 April 2017, and at times prior thereto, an employee was painting trailer beds in a paint booth containing a damaged junction box that would spark when the lights to the booth were turned on exposing the employee to electric shock and fire hazards.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	10/12/2017
Proposed Penalty:	\$7967.00

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:** Cavco Industries Inc., dba Cavco Homes of Texas  
**Inspection Site:** 2301 North Hwy 46, Seguin, TX 78155

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

29 CFR 1910.1200(f)(6)(ii): The employer did not ensure that each container of hazardous chemicals in the workplace was labeled, tagged or marked with words, pictures, symbols, or combination thereof, which provide at least general information regarding the hazards of the chemicals.

On or about 12 April 2017, and at times prior thereto, within the Walls Department, employees were using bottles containing hazardous chemicals without being marked or labeled specific to the contents, in the following instances:

- (a) In the walls department, two employees were applying Voramer ME 3513 Isocyanate Glue to the wall frames of the mobile homes using an unmarked or labeled Dr. Pepper bottle exposing the employees to inhalation, absorption, and ingestion hazards.
- (b) In the walls department, employees were applying WD-40 to their hands from an unmarked or labeled bottle to remove glue, exposing the employees to ingestion and fire hazards.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 10/12/2017  
Proposed Penalty: \$5975.00

A handwritten signature in black ink, appearing to read "R. Casey Perkins", written over a horizontal line.

**R. Casey Perkins, CSP**  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
1033 La Posada  
Suite 375  
Austin, TX 78752  
Phone: 512-374-0271 Fax: 512-374-0086



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Cavco Industries Inc., dba Cavco Homes of Texas  
**Inspection Site:** 2301 North Hwy 46, Seguin, TX 78155  
**Issuance Date:** 10/11/2017

<b>Summary of Penalties for Inspection Number</b>	<b>1228723</b>
<b>Citation 1, Serious</b>	<b>\$37843.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$37843.00</b>

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

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

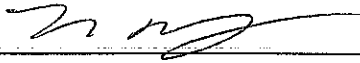
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within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

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

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

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

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



**R. Casey Perkins, CSP**  
Area Director

10/11/2017

Date