

**Este documento es muy importante. Si ud. No habla inglés,
busque un traductor o llame al (267) 429-7542.**

U.S. Department of Labor Occupational Safety and Health Administration
3477 Corporate Parkway Suite 120
Center Valley, PA 18034
Phone: (267) 429-7542 Fax: (267) 429-7567

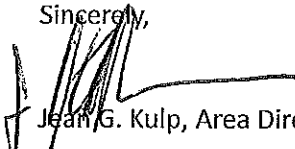


November 10, 2016

Dear Robin Burkert,

On 05/13/2016, an OSHA compliance officer met with you or your representative as part of an inspection at 833 East Butler Ave Doylestown, PA 18901. This letter includes the citations for the violations that were found (see summary below). Please choose one of the three options from the box to the right and complete the associated steps found on the following page **within 15 working days**. Please call us if you have any questions about the enclosed citation and/or penalties; we are here to help you choose the best option to resolve your citation as quickly as possible.

Sincerely,


Jean G. Kulp, Area Director

Your Citation Summary
UHS of Doylestown, L.L.C.
Inspection Number: 1147891

Total Amount Due: \$36701.00
Payment Due Date: 15 working days
after receipt of
this letter

You must correct each violation by the date listed in the Citation and Notification of Penalty. Please see the violations and the correction deadline for each violation starting on page 6.

Total Number of Violations : 7
Your First Correction Deadline is: 12/1/16

Step 1 – Choose a Response
Option and
Act within 15 working days

Respond now before you lose the ability to discuss potential adjustments to penalty amounts and/or due dates. Please choose one option below and complete the steps on the next page.

Option #1 – Discuss with OSHA

I would like to discuss the citation with an OSHA representative. This may lead to changes in the penalty amount, due date or correction deadlines (if appropriate).

Option #2 – Correct and Pay

I agree with the citation, penalties, and correction deadlines, and do not contest.

Option #3 – Contest the Citation

I do not agree with the citation, penalties, and/or correction deadlines, and would like to contest.

Questions or Concerns?

If you have any questions or concerns regarding the citation, penalties, and/or correction deadlines, please call us at (267) 429-7542.

Step 2 – Complete One Option Checklist

Please post a copy of the citation at or near the place where each violation occurred, even if you plan to contest. You can use the checklist to the right to help plan your next steps. Please do not send in your checklist.

Option #1 – Discuss with OSHA

I will complete by:



1. Call: Jean G. Kulp, Area Director, at (267) 429-7542 as soon as possible to schedule a meeting with an OSHA representative that must occur **within 15 working days** of receiving this citation. Bring supporting documentation of existing conditions and corrections done thus far. If necessary, you can still contest the citation after this meeting. ****This meeting does NOT extend your 15 working day deadline to contest the citation.****

☐ ____ / ____

2. Fill in and post the attached "Notice to Employees OSHA Informal Conference" after scheduling meeting.

☐ ____ / ____

Option #2 – Correct Violations and Pay Penalty

I will complete by:



1. Correct violations, then complete and mail the attached "Certification of Corrective Action Worksheet" along with the appropriate evidence of repair (e.g. photos, purchase orders, etc.) to the OSHA office listed on the first page, **postmarked within 10 calendar days after each violation's correction deadline and include any required evidence. If these documents are transmitted by means other than mailing, the date the Agency received the documents is the date of submission.**

☐ ____ / ____

2. Pay the **Total Penalty** by using one of the following methods:
****Include your Inspection Number (see first page) on the payment.****

☐ ____ / ____

Pay Online: Search "OSHA" on www.pay.gov and complete the "OSHA Penalty Payment Form." Pay by debit, credit or Automated Clearing House (ACH) **within 15 working days**. Penalties over \$25,000 must be paid by ACH and require a Transaction ID (Call 202-693-2170 to obtain one).

Pay by Check: Mail check or money order payable to "DOL-OSHA" for the Total Penalty to the OSHA office listed on the first page **within 15 working days**.

Option #3 – Contest the Citation

I will complete by:



Mail a letter of intent to legally contest to the OSHA office listed on the first page, postmarked within **15 working days**.

☐ ____ / ____

U.S. Department of Labor

Occupational Safety and Health Administration
3477 Corporate Parkway
Suite 120
Center Valley, PA 18034
Phone: 267-429-7542 Fax: 267-429-7567



Citation and Notification of Penalty

To:

UHS of Doylestown, L.L.C., dba Foundations
Behavioral Health
and its successors
833 East Butler Ave
Doylestown, PA 18901

Inspection Number: 1147891**Inspection Date(s):** 05/13/2016 - 11/09/2016**Issuance Date:** 11/10/2016**Inspection Site:**

833 East Butler Ave
Doylestown, PA 18901

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. 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. 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 11/10/2016. The conference will be held by telephone or at the OSHA office located at 3477 Corporate Parkway, Suite 120, Center Valley, PA 18034 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1147891

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health

Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

Issuance Date: 11/10/2016

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 3477 Corporate Parkway, Suite 120, Center Valley, PA 18034**

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: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees are exposed to the hazard of workplace violence:

a) Campus Wide: On or about May 13, 2016, employees providing inpatient care to patients were exposed to the hazard of workplace violence including but not limited to physical assaults such as biting, kicking, punching, scratching, head-butting, and hair-pulling that resulted in serious physical injuries such as but not limited to puncture wounds, lacerations, contusions, sprains, strains and headaches.

Among other methods, feasible and acceptable means to abate the hazard of workplace violence include:

In coordination with a workplace violence prevention specialist, develop and implement a written comprehensive workplace violence prevention program which should include:

a. A policy statement regarding potential violence in the workplace and assignment of oversight and prevention responsibilities.

i. The policy must clearly define workplace violence hazards employees may encounter including, but not limited to, physical and verbal violence. The policy should include a statement that workplace violence will not be tolerated and all incidents will be investigated.

ii. A clear written description of how employees should respond to patients making threats, aggression, and assault including guidelines on when to call police.

iii. A clear written statement that employees will not experience retaliation for reporting incidents of threats or violence or for calling police.

iv. Information of how and where employees can seek emotional support and mental health care including after hours.



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

v. Ensure the WPV policy is conveyed to employees and patients/clients.

vi. Annual review of the workplace violence prevention program and updated as necessary. Such review and updates shall set forth any mitigating steps taken in response to any workplace violence incidents. Solicit and include employee input in the review.

b. Development of workplace violence controls, including implementation of engineering and administrative controls and methods used to prevent potential workplace violence incidents.

i. Follow internal staffing guidelines for each unit. Ensure the staffing levels are met daily and on each shift. Ensure staffing levels are maintained to ensure DART team is able to function in the event of an incident.

ii. Provide employees with a reliable and readily available means of communication including, but not limited to, panic buttons and walkie talkies. Develop a policy to maintain the effectiveness of the communication devices. Inform all employees of this policy. Enforce the policy as necessary.

iii. Perform a workplace hazard assessment of the units, including but not limited to nurses stations. Evaluate the height of the nurse's station desk as well as the depth to prevent patients from jumping over the desk and assaulting staff members. Ensure all items on the nurse's station desk and in other areas are secured or removed so that they cannot be used as weapons.

iv. Ensure employees utilize a buddy system while providing service to patients with a history of violence.

v. Evaluate the effectiveness of the DART team. Determine the appropriate number of team members required to provide additional assistance during a crisis and maintain those numbers on each shift. Ensure team members have appropriate trainings and additional training as needed.

vi. Encourage employees to promptly report all incidents and near-misses regardless of severity or injury occurrence.

c. A recordkeeping system designed to report any violent incident. The reports must be in writing



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

and maintained for review after each incident and at least annually to analyze incident trends.

- i. Require and ensure that employees report all acts of violence to a supervisor or manager, regardless of severity. Investigate all violent incidents as soon as possible.
 - ii. Review and analyze all crisis interventions with staff involved to determine root cause, what actions worked correctly and any necessary improvements.
 - iii. Make any necessary changes to the patients Crisis or Behavior Plan quickly.
 - iv. Implement appropriate recommendations resulting from incident investigations.
- d. Determine the appropriate length of time between refresher classes and ensure employees received the appropriate training within that timeframe. The training shall also include the employer's workplace violence prevention program, Handle with Care, de-escalation techniques, the employers policies and requirements for recording and documenting a patients aggressive or assaultive behavior, and how and when to complete an Employee Accident Report.
- e. Develop a safety committee for the campus. Involve frontline employees including psychiatrists, social workers, nurses, and mental health technicians. Review workplace violence incidents during the meetings to ensure effective and timely follow-up. Develop a system for employees to report safety concerns and suggestions anonymously. Develop a system to provide communication and feedback to employees about their safety concerns and suggestions.

Abatement certification and documentation required within 10 days after abatement date. The certification shall include a statement that abatement is complete, the date and method of abatement, and state that employees and their representatives were informed of this abatement. Abatement documentation shall include documents demonstrating that abatement is complete, such as evidence of the purchase or repair of equipment, photograph or video evidence of abatement or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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

Inspection Number: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

Date By Which Violation Must be Abated:
Proposed Penalty:

01/17/2017
\$12471.00

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: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

29 CFR 1910.132(a): Protective equipment was not used when necessary whenever hazards capable of causing injury and impairment were encountered:

a) Campus wide: Employees work with aggressive patients/residents who have a tendency to bite and employees were not required to wear protective arm guards, on or about May 13, 2016.

Abatement certification required within 10 days after abatement date. The certification shall include a statement that abatement is complete, date and method of abatement, and states that employees and their representatives were informed of this abatement.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

12/01/2016
\$9086.00

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: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

29 CFR 1910.1030(c)(1)(iv): The Exposure Control Plan was not reviewed and updated at least annually:

a) Facility wide: The Exposure Control Plan was not reviewed on an annual basis, on or about May 13, 2016.

No abatement certification or documentation required.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$7572.00

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: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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 1910.1030(g)(2)(ii)(B): The employer did not ensure that the training was provided to employees with occupational exposure at least annually:

a) Facility wide: Registered Nurses and Mental Health Technicians are exposed to blood borne pathogens while caring for patients and they were not provided training on the hazards of blood borne pathogens on an annual basis, on or about September 19, 2016.

Abatement certification required within 10 days after abatement date. The certification shall include a statement that abatement is complete, date and method of abatement, and states that employees and their representatives were informed of this abatement.

Date By Which Violation Must be Abated:
Proposed Penalty:

12/01/2016
\$7572.00

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

Inspection Number: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

29 CFR 1910.1030(g)(2)(vii)(B): The blood borne pathogens training program did not contain a general explanation of the epidemiology and symptoms of blood borne diseases:

a) Campus wide: Nurses and Mental Health Technicians are exposed to blood while caring for patients and residents and the employer's blood borne pathogens training program did not contain an explanation of the epidemiology and signs and symptoms of blood borne diseases, on or about May 13, 2016.

Abatement certification required within 10 days after abatement date. The certification shall include a statement that abatement is complete, date and method of abatement, and states that employees and their representatives were informed of this abatement.

Date By Which Violation Must be Abated:

12/16/2016

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: 1147891
Inspection Date(s): 05/13/2016 - 11/09/2016
Issuance Date: 11/10/2016



Citation and Notification of Penalty

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

29 CFR 1910.1030(g)(2)(vii)(I): The blood borne pathogens training program did not contain information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, or the fact that the vaccination will be offered free of charge:

a) Campus wide: Nurses and Mental Health Technicians are exposed to blood while caring for patients and residents and the employer's blood borne pathogens training program did not contain information about the hepatitis B vaccine, on or about May 13, 2016.

Abatement certification required within 10 days after abatement date. The certification shall include a statement that abatement is complete, date and method of abatement, and states that employees and their representatives were informed of this abatement.

Date By Which Violation Must be Abated:

12/16/2016

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: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901

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

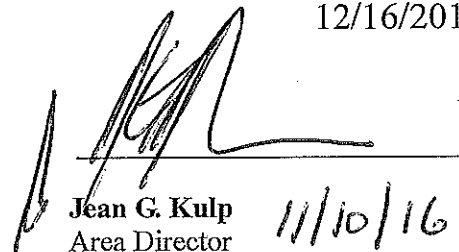
29 CFR 1910.1030(g)(2)(vii)(L): The blood borne pathogens training program did not contain information on the post exposure evaluation or follow-up that the employer was required to provide for the employee following an exposure incident:

a) Campus wide: Nurses and Mental Health Technicians are exposed to blood while caring for patients and residents and the employer's blood borne pathogens training program did not contain information about the post exposure evaluation and follow-up after an exposure incident, on or about May 13, 2016.

Abatement certification required within 10 days after abatement date. The certification shall include a statement that abatement is complete, date and method of abatement, and states that employees and their representatives were informed of this abatement.

Date By Which Violation Must be Abated:

12/16/2016


Jean G. Kulp
Area Director 11/10/16

U.S. Department of Labor
Occupational Safety and Health Administration
3477 Corporate Parkway
Suite 120
Center Valley, PA 18034
Phone: 267-429-7542 Fax: 267-429-7567



INVOICE / DEBT COLLECTION NOTICE

Company Name: UHS of Doylestown, L.L.C., dba Foundations Behavioral Health
Inspection Site: 833 East Butler Ave, Doylestown, PA 18901
Issuance Date: 11/10/2016

Summary of Penalties for Inspection Number	1147891
Citation 1, Serious	\$36701.00
TOTAL PROPOSED PENALTIES	\$36701.00

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. 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.



Jean G. Kulp

Area Director

11/10/16

Date