

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



Citation and Notification of Penalty

To:
Cavco Industries, Inc.
and its successors
2301 N. Highway 46
Seguin, TX 78155

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015

Inspection Site:
2301 N. Highway 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. 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 09/02/2015. 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: 1043543

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155
Issuance Date: 09/02/2015

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): _____

Citation Number 1 and Item Number 6 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 7 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 8 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 9a was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 9b was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 10a was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 10b was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 10c was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 11 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 12 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 13a was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 13b was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 14 was corrected on _____
By (Method of Abatement): _____

Citation Number 2 and Item Number 1 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.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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 were exposed to fall hazards:

On or about March 2, 2015, at this location there were numerous fiberglass step ladders that were not used in accordance with the manufacturer's recommendations. Employee(s) exposed to a fall hazard.

- a. Employee(s) were stepping off the step ladders to gain access into the manufactured homes. They were using the step ladders to descend out of the manufactured homes onto the step ladders. Employees exposed to a fall hazard.
- b. Employee(s) were stepping onto, and at times working from, the top step of the step ladders. Employees exposed to fall hazard.

Among other methods, one feasible and acceptable abatement is to use the ladders in a manner required by the manufacturer. Additionally, one can follow the guidance set forth in ANSI 14.5, American National Standard for Ladders, Portable Reinforced Plastic, Safety Requirements, 2000.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/17/2015
Proposed Penalty: \$7000.00



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 2 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 were exposed to fall hazards:

On or about March 2, 2015, at this location, the scissor lifts were not used in accordance with the manufacturer's recommendations. Employees were using an elevating work platform (scissor lift) and it was missing a section of the guard rail. Employees are exposed to a fall hazard.

Among other methods, one feasible and acceptable abatement is to use the scissors lift in a manner required by the manufacturer. Additionally, one can follow the guidance set forth in ANSI/SIA A92.6-1990, 4.12.2 Guardrail System. The platform shall include a guardrail system around its periphery.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.22(a)(2): The floor of every workroom was not maintained in a clean and, so far as possible, a dry condition. Where wet processes are used, drainage shall be maintained, and false floors, platforms, mats, or other dry standing places should be provided where practicable.

On or about March 2, 2015, the facility was not kept as clean and orderly as the nature of the work allowed.

- a. Finish department, excessive water on the floor. There was a buildup of electrical scrap material off to the side and in the walkway. Employees exposed to a fall and slip hazard.
- b. Ceiling area, there was a buildup of construction debris and around the radial arm saw there was an excessive buildup of scrap materials that the employee was walking over. Employee was exposed to a fall hazard.
- c. Floor department, buildup of construction material/debris. Employees exposed to a fall hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/07/2015
Proposed Penalty:	\$3000.00

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

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.23(a)(8): Every floor hole into which persons can accidentally walk were not guarded:

On or about March 2, 2015, upper mill area, the floor had numerous holes around the circular saw. The holes were measured at 4 inches in diameter. Employees are exposed to the hazard of tripping in the holes and falling.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$6000.00

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.24(f): Rise height and tread width were not uniform throughout any flight of stairs including any foundation structure used as one or more treads of the stairs:

On or about March 2, 2015, at the finish department, the steps that were yellow and permanently nailed onto the manufactured home to ascend to the working level of the manufactured home did not have uniform steps. Employees exposed to the hazard of falling while ascending or descending the stairs.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$6000.00

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.29(a)(2)(v): All exposed surfaces were not kept free from sharp edges, burrs or other safety hazards:

On or about March 2, 2015, in the finish department, the employer did not ensure the portable lock and lift ladder stands, manufactured by Ballymore Company Inc., were safe to climb. Employees were using two ladder stands that were damaged and bent, which prevented them from locking in place. Employee(s) exposed to the hazard of falling while ascending or descending the ladder stands.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.147(c)(6)(i): The employer did not conduct an annual or more frequent inspection of the energy control procedure to ensure that the procedure and requirements of this standard were followed:

On or about March 2, 2015, the employer did not conduct an annual inspection of the energy control program.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.151(b): There was neither an infirmary, clinic, or hospital used for the treatment of all injured employees in near proximity to the workplace nor a person or persons adequately trained to render first aid:

On or about March 2, 2015, at this location, there were no employees trained in first aid to render treatment in a timely manner.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$3000.00

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

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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 9 a Type of Violation: **Serious**

29 CFR 1910.212(a)(1): One or more methods of machine guarding was not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

On or about March 2, 2015, in the maintenance room, the chuck on the Delta drill press was not guarded. Employee(s) exposed to the hazard of being caught in the rotating chuck.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.212(b): Machine(s) designed for fixed location(s) were not securely anchored to prevent walking or moving:

On or about March 2, 2015, in the maintenance room, the Delta drill press was not anchored to the floor. Employee(s) exposed to the hazard of being struck by the drill press or material being drilled.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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 10 a Type of Violation: **Serious**

29 CFR 1910.212(a)(5): Fan blade guard(s) were not provided where the periphery of the blades was less than seven feet from the floor or working level:

On or about March 2, 2015, in the upper mill area, the fan blades were not guarded on the fan. Employees exposed to the hazard of being caught in or struck by the fan blades.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 10 c Type of Violation: **Serious**

29 CFR 1910.219(e)(3)(i): Vertical or inclined belt(s) were not enclosed by guard(s) conforming to the requirements specified at 29 CFR 1910.219(m) and (o):

On or about March 2, 2015, in the upper mill area, the belt on the fan was not guarded. Employees exposed to the hazard of being caught in the belt.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 11 Type of Violation: **Serious**

29 CFR 1910.215(a)(4): Work rest(s) on grinding machinery were not adjusted closely to the wheel with a maximum opening of one eighth inch:

On or about March 2, 2015, in the maintenance department, the work rest on the Jet bench grinder was not adjusted within one-eighth inch. Employees exposed to the hazard of being caught between the stone and work rest.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
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: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 12 Type of Violation: **Serious**

29 CFR 1910.219(c)(4)(i): Unguarded projecting shaft end(s) did not present a smooth edge and end and projected more than one half the diameter of the shaft:

On or about March 2, 2015, in the ceiling department, the rotating shaft on the conveyor protruded out approximately 3 inches and was not guarded. The employee was exposed to the hazard of being caught in the rotating shaft.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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 13 a Type of Violation: **Serious**

29 CFR 1910.303(b)(7)(iv): There were damaged parts that may adversely affect safe operation or mechanical strength of the equipment, such as parts that are broken, bent, cut, or deteriorated by corrosion, chemical action, or overheating.

On or about March 2, 2015, in the flooring department, the metal receptacle box near the door way, the conduit going to the metal receptacle box was pulled apart. The bushing on the metal receptacle box was damaged and the internal wires entering the receptacle were exposed. Employees exposed a potential electrical shock.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 13 b Type of Violation: **Serious**

29 CFR 1910.303(b)(8)(i): Electric equipment was not firmly secured to the surface on which it is mounted:

On or about March 2, 2015, in the Flooring department, the metal receptacle box was not securely mounted to the wall. Employees exposed to a potential electrical shock.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

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

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

Citation 1 Item 14 Type of Violation: **Serious**

29 CFR 1910.305(g)(2)(ii): Flexible cords were not used only in continuous lengths without splice or tap:

On or about March 2, 2015, in the Ceiling department, the extension cord going to the Ridgid circular saw was spliced in two locations. Employees exposed to an electrical shock hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4000.00

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.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

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

29 CFR 1910.23(c)(1): 29 CFR 1910.23(c)(1): Open-sided floor(s) or platform(s) 4 feet (1.22 m) or more above the adjacent floor or ground level were not guarded by standard railings (or the equivalent as specified in 29 CFR 1910.23(e)(3) of this section) on all open sides:

- a) On or about March 2, 2015, employees were installing the roof decking and asphalt shingles to the roof of a manufactured home that was being built. Employees were working near the edges of the building and not provided fall protection, exposing employees to a fall hazard up to approximately 13 feet onto the concrete floor.
- b) On or about March 2, 2015, in the upper mill area, the mill employee was exposed to a fall hazard on both sides of the working area. The fall height was approximately 10 feet or greater to the concrete floor below.

In the alternative:

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

Cavco Industries Inc., was previously cited for a violation of this Occupational Safety and Standard or its equivalent standard 29 CFR 1910. 23(c)(1), which was contained in OSHA inspection number: 588379, citation number 1, item number 1, and was affirmed as a final order on October 23, 2012, with respect to a workplace located at 2301 N. Highway 46, Seguin Texas, 78155.

Pursuant to 29 C.F.R. 1903.19, within ten (10) calendar days of the date of this citation, the employer must submit documentation showing that it is in compliance with the standard, including describing the steps that it is taking to implement fall protection in the work place to prevent employees from falling.

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

Inspection Number: 1043543
Inspection Date(s): 03/02/2015 - 03/05/2015
Issuance Date: 09/02/2015



Citation and Notification of Penalty

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/17/2015
Proposed Penalty: \$35000.00

A handwritten signature in cursive script that reads "R. Casey Perkins". The signature is written in black ink and is positioned above 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

Company Name: Cavco Industries, Inc.
Inspection Site: 2301 N. Highway 46, Seguin, TX 78155
Issuance Date: 09/02/2015

Summary of Penalties for Inspection Number	1043543
Citation 1, Serious	\$59000.00
Citation 2, Repeat	\$35000.00
TOTAL PROPOSED PENALTIES	\$94000.00

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.



R. Casey Perkins, CSP

Area Director



Date