

U.S. Department of Labor
Occupational Safety and Health Administration
2900 4th Avenue North, Suite 303
Billings, MT 59101
Phone: 406-247-7494 Fax: 406-247-7499



Citation and Notification of Penalty

To:
Oak Creations, Inc.
P.O. Box 581
Columbus, MT 59019

Inspection Number: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015

Inspection Site:
1035 Hwy 10
Columbus, MT 59019

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 07/20/2015. The conference will be held by telephone or at the OSHA office located at 2900 4th Avenue North, Suite 303, Billings, MT 59101 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1019426

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019
Issuance Date: 07/20/2015

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, 2900 4th Avenue North, Suite 303, Billings, MT 59101**

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 they were exposed to explosion hazards:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to explosion hazards while transferring sawdust to an in house fabricated dust collection system through 4 inch MS polyvinyl chloride sewer pipe.

Among other methods, a feasible and acceptable method of abatement to correct this hazard includes but is not limited to:

1. Construct the dust collection system piping from metallic piping in accordance with NFPA 664- 8.2.2.2.1.1. -Duct work shall be metallic.
2. Use other types of duct material in accordance with NFPA 664- 8.2.2.2.1.2.- Nonconductive ducts such as PVC shall not be permitted.
3. Use duct work that can be bonded and grounded in accordance with NFPA 664- 8.2.2.2.1.8.- Ductwork shall be bonded and grounded in accordance with 7.9.2(1).

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/07/2015
Proposed Penalty: \$2800.00

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

Inspection Number: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.22(a)(1): All places of employment, passageways, storerooms or service rooms were not kept clean and orderly or in a sanitary condition:

a) Cabinet Shop: On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while constructing custom cabinets with combustible sawdust on elevated surfaces and ledges from one half inch in depth to approximately two inches in depth.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.106(d)(3)(ii): Storage cabinet(s) for flammable liquids were not designed or constructed to meet minimal fire resistance as required:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards while using a stand up freezer as an unapproved flammable storage cabinet.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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

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Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 1910.107(c)(3): Hot surfaces were located in spraying area(s) where deposits of combustible residues could readily accumulate:

a) Paint booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while applying flammable and combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) to finished cabinets in spraying areas while using an unapproved SOLIEL 750w-1500w heater to provide heat.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(c)(4): Electrical wiring and equipment did not conform to the provisions of this paragraph and was not otherwise be in accordance with subpart S of this part:

a) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while applying flammable and combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) to finished cabinets in spraying areas while using using unapproved electrical wiring such as, but not limited to, switches, lights and outlets, where combustible residue is present.

b) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while applying flammable and combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) to finished cabinets in spraying areas while using using unapproved electrical equipment such as, but not limited to, the SOLEIL 750w-1500w heater, flexible cords and cables, the Graco Nova 390 and the Graco Nova 395 electric airless Paint Sprayers.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

08/13/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(c)(5): Electrical equipment not approved for locations containing both deposits of readily ignitable residues and explosive vapors was present in spraying area(s):

a) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards from accumulating deposits of combustibles present such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) while using unapproved electrical equipment such as, but not limited to, the SOLEIL 750w-1500w heater, flexible cords and cables, the Graco Nova 390 and the Graco Nova 395 electric airless Paint Sprayers.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(c)(6): Electrical wiring and equipment not subject to deposits of combustible residues but located in a spraying area as herein defined were not explosion-proof type approved for Class I, group D locations and did not otherwise conform to the provisions of subpart S of this part, for Class I, Division 1, Hazardous Locations:

b) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while applying flammable and combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) to finished cabinets in spraying areas that contained overhead lights with exposed bulbs.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

08/07/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(d)(5): Electric motor(s) driving exhaust fan(s) for spray booth(s) were located inside the booth(s):

a)Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards while applying flammable and combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) to finished cabinets with unapproved electric motors driving exhaust fans.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(e)(2): The quantity of flammable or combustible liquids kept in the vicinity of spraying operations exceeded the minimum required for operation:

a) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards from approximately 100 gallons of flammable or combustible liquids such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) stored in the paint booth.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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

Inspection Number: 1019426
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Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.107(g)(2): All spraying areas were not kept as free from the accumulation of deposits of combustible residues as practical, with cleaning conducted daily if necessary:

a) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards from accumulating deposits of combustibles such as, but not limited to, Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat).

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 7 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:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to caught in hazards while operating an unguarded Omaha Industrial Tool, 5 speed 1/2 inch drill press.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$1600.00

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 7 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:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to struck-by hazards while operating an unsecured Omaha Industrial Tool, 5 speed 1/2 inch drill press.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:

08/13/2015

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 1910.213(a)(9): All belts, pulleys, gears, shafts, and moving parts were not guarded in accordance with the specific requires of 1910.219:

- a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to caught in hazards from an unguarded belt and pulley while using the Sears/Craftsman 12" Belt Drive Band Saw-Sander.
- b) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to caught in hazards from an unguarded belt and pulley while using the 6" x 48" unidentified belt sander.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated: 08/13/2015
Proposed Penalty: \$1600.00

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.219(d)(1): Pulley(s) with part(s) seven feet or less from the floor or work platform were not guarded in accordance with the requirements specified in 29 CFR 1910.219(m) and (o):

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to caught in hazards from an unguarded pulley while walking and working in and around the Speed Aire air compressor.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:

08/13/2015

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: 1019426
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Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

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

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to an in going nip point from an unguarded belt while walking and working in and around the Speed Aire air compressor.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:

08/13/2015

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 1910.213(c)(1): Circular hand-fed ripsaw(s) were not guarded by an automatically adjusting hood which completely enclosed that portion of the saw above the table and above the material being cut:

- a) Eastern Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to amputation hazards while ripping grained lumber with an unguarded Delta Unisaw 10" Tilting Arbor Saw.
- b) Western Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to amputation hazards while ripping grained lumber with an unguarded unidentified Hand-fed Ripsaw.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(c)(2): Hand-fed circular ripsaw(s) were not furnished with a spreader to prevent material from squeezing the saw or being thrown back on the operator:

- a) Eastern Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to being struck by lumber kicking back while ripping grained lumber with an unguarded Delta Unisaw 10" Tilting Arbor Saw. ~~YY~~
- b) Western Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to being struck by lumber kicking back while ripping grained lumber with an unguarded unidentified Hand-fed Ripsaw.

Abatement certification and documentation is required for this violation.

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Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(c)(3): Hand-fed ripsaw(s) did not have non kickback fingers or dogs so located as to oppose the thrust or tendency of the saw to pick up the material or to throw it back toward the operator:

- a) Eastern Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to being struck by lumber kicking back while ripping grained lumber with an unguarded Delta Unisaw 10" Tilting Arbor Saw.
- b) Western Hand-fed Ripsaw, Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to being struck by lumber kicking back while ripping grained lumber with an unguarded unidentified Hand-fed Ripsaw.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 1910.213(h)(1): The sides of the lower exposed portion of the blade of radial saw(s) were not guarded to the full diameter of the blade by a device that automatically adjusted itself to the thickness of the stock and remained in contact with the with stock being cut to give maximum protection possible for the operation being performed:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to amputation hazards while cutting lumber with an unguarded Craftsman 10" Radial Saw.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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Proposed Penalty:	\$2800.00

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Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(h)(2): Radial saw(s) used for ripping were not provided with non-kickback fingers or dogs located on both sides of the saw so as to oppose the thrust or tendency of the saw to pick up material or throw it back toward the operator:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed lumber kicking back while ripping grained lumber with an unguarded Craftsman 10" Radial Saw.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015

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Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(h)(4): Radial saw(s) were not installed in a manner so as to cause the cutting head to return gently to the starting position when released by the operator:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to the hazards associated with an unguarded Craftsman 10" Radial Saw that would not return to the starting position after use.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(p)(2): Drum sanding machine(s) did not have exhaust hood(s) (or other guard, if no exhaust system(s) were required), so arranged as to enclose the revolving drum, except for that portion of the drum above the table:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to caught in hazards while using the unguarded 6" x 48" unidentified belt sander.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/13/2015
\$1600.00

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.213(s)(6): Cleanliness around working machinery was not maintained to prevent fire hazards and ensure the effective functioning of guards:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards from material build up around working machinery such as, but not limited to, the Blum Mini Press Boring Machine.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.242(b): Compressed air used for cleaning purposes was not reduced to less than 30 p.s.i.:

a) Assembly Area; On or about January 22, 2015 and at times prior, employees were exposed to flying parts and pieces and air embolisms while using air nozzles with over 52 p.s.i. of unregulated air at the nozzle for cleaning purposes.

b) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to flying parts and pieces and air embolisms while using air nozzles with over 57 p.s.i. of unregulated air at the nozzle for cleaning purposes.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$1600.00

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.303(b)(2): Listed or labeled electrical equipment was not used or installed in accordance with instructions included in the listing or labeling:

- a) Assembly Area; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards when using an unapproved relocatable power tap designed for low voltage applications to supply power to tools such as but not limited to a DeWalt Reciprocating Saw.
- b) Assembly Area; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using a steel junction box designed for internal wall mounting, to supply power to equipment such as but not limited to the DeWalt Chop Saw.

Abatement documentation is required for this violation.

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2400.00

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

Inspection Number: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 15 Type of Violation: **Serious**

29 CFR 1910.303(g)(1): Sufficient access and working space was not provided and maintained about all electric equipment (operating at 600 volts, nominal, or less to ground) to permit ready and safe operation and maintenance of such equipment:

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to hazards associated with not being able to de-energize equipment in the event of an emergency while the stroke sander limited access to the 120 volt breaker box.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 16 Type of Violation: **Serious**

29 CFR 1910.304(g)(5): The path to ground from circuits, equipment, and enclosures was not permanent, continuous, and effective:

- a) Paint Booth; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using the Ultra 395 electrical paint sprayer with a missing ground pin.
- b) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards from the flexible electrical cord providing energy to the light in the middle of the shop.
- c) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using the Craftsman Radial Arm Saw with a missing ground pin.
- d) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using extension cords missing ground pins to energize equipment such as, but not limited to the DeWalt Planer.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated: 08/13/2015
Proposed Penalty: \$2400.00

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

Inspection Number: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 17 b Type of Violation: **Serious**

29 CFR 1910.305(b)(2): Pull boxes, junction boxes, and fittings were not provided with covers approved for the purpose:

a) Paint Booth; On our about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards from an electrical outlet having an inadequate cover.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: **08/13/2015**

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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 18 a Type of Violation: **Serious**

29 CFR 1910.305(g)(1)(iv)(A): Flexible cords and/or cables were used as a substitute for the fixed wiring of a structure:

- a) East Wall; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards from utilizing a flexible cord to power a panel saw located in the main manufacturing area on the eastern wall.
- b) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards from utilizing temporary power to provide a permanent power supply to equipment such as, but not limited to the spot light.
- c) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards from utilizing temporary power to provide a permanent power supply to equipment such as, but not limited to a relocatable power.
- d) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to fire hazards from utilizing temporary power to provide a permanent power supply to equipment such as, but not limited to the building exhaust fan.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 18 b Type of Violation: **Serious**

29 CFR 1910.305(g)(1)(iv)(D): Flexible cords and cables were used where attached to building surfaces:

- a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using a flexible cord attached to the wall to energize the panel saw.
- b) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to shock and fire hazards while using a flexible cord attached to the wall to energize a spot light.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 08/13/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 1 Item 19 Type of Violation: **Serious**

29 CFR 1910.307(c): Equipment, wiring methods, and installations of equipment in hazardous (classified) locations were not intrinsically safe, approved for the hazardous (classified) location, or safe for the hazardous (classified) location:

a) Dust Collector; On or about January 22, 2015 and at times prior, employees were exposed to fire and explosion hazards from unapproved electrical equipment such as, but not limited to, switches, lights, outlets, and electrical blower motors while constructing custom cabinets with combustible sawdust on elevated surfaces and ledges from one half inch in depth to approximately two inches in depth.

Abatement certification and documentation is required for this violation.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$2800.00

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

Inspection Number: 1019426
Inspection Date(s): 01/22/2015 - 01/23/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 2 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.37(b)(2): Each exit was not clearly visible and marked by a sign reading "Exit":

a) Cabinet Shop; On or about January 22, 2015 and at times prior, employees were exposed to the entrapment hazards associated with not being able to readily identify an exit in the event of an emergency.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:
Proposed Penalty:

08/13/2015
\$0.00

A handwritten signature in blue ink, appearing to read "Jeff R. Funke", is written over a horizontal line.

Jeff R. Funke, 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
2900 4th Avenue North, Suite 303
Billings, MT 59101
Phone: 406-247-7494 Fax: 406-247-7499



INVOICE / DEBT COLLECTION NOTICE

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019
Issuance Date: 07/20/2015

Summary of Penalties for Inspection Number	1019426
Citation 1, Serious	\$47600.00
Citation 2, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$47600.00

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.



Jeff R. Funke, CSP

Area Director



Date

U.S. Department of Labor
Occupational Safety and Health Administration
2900 4th Avenue North, Suite 303
Billings, MT 59101
Phone: 406-247-7494 Fax: 406-247-7499



Citation and Notification of Penalty

To:
Oak Creations, Inc.
P.O. Box 581
Columbus, MT 59019

Inspection Number: 1041668
Inspection Date(s): 02/18/2015 - 02/18/2015
Issuance Date: 07/20/2015

Inspection Site:
1035 Hwy 10
Columbus, MT 59019

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 07/20/2015. The conference will be held by telephone or at the OSHA office located at 2900 4th Avenue North, Suite 303, Billings, MT 59101 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1041668

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019
Issuance Date: 07/20/2015

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, 2900 4th Avenue North, Suite 303, Billings, MT 59101**

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: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.134(d)(1)(iii): The employer did not identify and evaluate the respiratory hazard(s) in the workplace; including a reasonable estimate of employee exposures to respiratory hazards and identification of the contaminant's chemical state and physical form:

- a) Cabinet Shop: On or about February 18, 2015 and at times prior, employees exposed to inhalation hazards from wood particulate while sawing, shaping, sanding and other activities associated with building cabinets.
- b) Spray Room: On or about February 18, 2015 and at times prior, employees were exposed to respiratory hazards from chemicals such as, but not limited to; Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) while applying lacquer to finished cabinets.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated: 08/13/2015
Proposed Penalty: \$1200.00



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

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

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and maintain at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, safety data sheets, and employee information and training will be met, and which also includes the following:

- a) Cabinet Shop: On or about February 18, 2015 and at times prior, employees exposed to wood particulates while sawing, shaping, sanding, gluing and other activities associated with building cabinets.
- b) Spray Room: On or about February 18, 2015 and at times prior, employees were exposed to chemicals such as, but not limited to; Ethanol, Propanol, Methyl Propanol, Formaldehyde, Acetone, Butyl Acetate, Methoxy Propanol Acetate and Amorphous Silica (SHER-WOOD Hi-Bild PreCat Lacquer, Flat) while applying lacquer to finished cabinets.

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:	08/13/2015
Proposed Penalty:	\$1200.00

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

Inspection Number: 1041668
Inspection Date(s): 02/18/2015 - 02/18/2015
Issuance Date: 07/20/2015



Citation and Notification of Penalty

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019

Citation 2 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.134(k)(6): The basic advisory information on respirators, as presented in Appendix D of this section, was not provided by the employer in any written or oral format, to employees who wear respirators when such use is not required by this section or by the employer:

a) Oak Creations, Inc.: On or about February 18, 2015 and at times prior, employees exposed to inhalation hazards from wood particulate while building cabinets

Abatement certification is required for this violation.

Date By Which Violation Must be Abated:

08/13/2015

Proposed Penalty:

\$0.00

A handwritten signature in blue ink, appearing to read "Jeff R. Funke", written over a horizontal line.

Jeff R. Funke, 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
2900 4th Avenue North, Suite 303
Billings, MT 59101
Phone: 406-247-7494 Fax: 406-247-7499



INVOICE / DEBT COLLECTION NOTICE

Company Name: Oak Creations, Inc.
Inspection Site: 1035 Hwy 10, Columbus, MT 59019
Issuance Date: 07/20/2015

Summary of Penalties for Inspection Number	1041668
Citation 1, Serious	\$2400.00
Citation 2, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$2400.00

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.



Jeff R. Funke, CSP

Area Director



Date