

**Este documento es muy importante. Si ud. No habla inglés,
busque un traductor o llame al (856) 596-5200.**

U.S. Department of Labor

Occupational Safety and Health Administration
2 Executive Drive, Suite 120
Marlton, NJ 08053
Phone: (856) 596-5200 Fax: (856) 596-5201



July 24, 2023

Dear Employer,

On 01/26/2023, an OSHA compliance officer met with you or your representative as part of an inspection at 2651 Oldmans Creek Rd, Logan Township, NJ 08085. This letter includes the citations for the violations that were found (see summary below). Please choose one of the three options from the box to the right and complete the associated steps found on the following page **within 15 working days**. Please call us if you have any questions about the enclosed citation and/or penalties; we are here to help you choose the best option to resolve your citation as quickly as possible.

Sincerely,


Paula Dixon-Roderick, Area Director

Your Citation Summary

Amazon.com Services LLC
Inspection Number: 1646340

Total Amount Due: \$15,625.00

**Payment Due Date: 15 working days
after receipt of
this letter**

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

Total Number of Violations : 1

**Your First Correction Deadline is:
September 8, 2023**

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

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

Option #1 – Discuss with OSHA

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

Option #2 – Correct and Pay

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

Option #3 – Contest the Citation

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

Questions or Concerns?

If you have any questions or concerns regarding the citation, penalties, and/or correction deadlines, please call us at (856) 596-5200.

Step 2 – Complete One Option Checklist

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

Option #1 – Discuss with OSHA

I will complete by:



1. Call: Danielle DiGironimo, Assistant Area Director, at (856) 596-5238 as soon as possible to schedule a meeting with an OSHA representative that must occur **within 15 working days** of receiving this citation. Bring supporting documentation of existing conditions and corrections done thus far. If necessary, you can still contest the citation after this meeting. ****This meeting does NOT extend your 15 working day deadline to contest the citation.****

___ / ___



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

___ / ___

Option #2 – Correct Violations and Pay Penalty

I will complete by:



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

___ / ___



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

___ / ___

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

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

Option #3 – Contest the Citation

I will complete by:



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

___ / ___

U.S. Department of Labor Occupational Safety and Health Administration
2 Executive Drive, Suite 120
Marlton, NJ 08053



07/24/2023

Amazon.com Services LLC, dba TEB3
and its successors
2651 Oldmans Creek Rd
Logan Township, NJ 08085

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (856) 596-5200.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

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 the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of 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.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of 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.

Sincerely,

A handwritten signature in black ink that reads "Paula Dixon-Roderick" followed by a stylized flourish.

Paula Dixon-Roderick
Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
2 Executive Drive, Suite 120
Marlton, NJ 08053



Citation and Notification of Penalty

To:
Amazon.com Services LLC, dba TEB3
and its successors
2651 Oldmans Creek Rd
Logan Township, NJ 08085

Inspection Number: 1646340
Inspection Date(s): 01/26/2023 - 06/13/2023
Issuance Date: 07/24/2023

Inspection Site:
2651 Oldmans Creek Rd
Logan Township, NJ 08085

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 by calling (856) 596-5200. 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 at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type “OSHA” in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. 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.

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



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 07/24/2023. The conference will be held by telephone or at the OSHA office located at 2 Executive Drive, Suite 120, Marlton, NJ 08053 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1646340

Company Name: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085
Issuance Date: 07/24/2023

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, 2 Executive Drive, Suite 120, Marlton, NJ 08053.**

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: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause serious physical harm to employees, in that employees were required to perform tasks resulting in stressors that had caused, were causing, or were likely to cause musculoskeletal disorders (MSDs):

- a. Amazon TEB3 Fulfillment Center, 2651 Oldmans Creek Rd, Logan Township, NJ, Pack process path: on or about May 3, 2023, and continuing thereafter, employees were exposed to an ergonomic hazard which was causing or likely to cause MSDs. During the pack task, employees were required to manually unload items from the cages, requiring employees to bend and to perform long reaches to the back of the cage to lift packages. The frequency of lifts, and awkward lifting postures placed employees at risk for low back injuries. Conditions on the days of inspection were typical of normal operations.
- b. Amazon TEB3 Fulfillment Center, 2651 Oldmans Creek Rd, Logan Township, NJ, Fluid Load/Ship Dock Loader process path: on or about January 26, 2023, and continuing thereafter, employees were exposed to an ergonomic hazard which was causing or likely to cause MSDs. During the fluid load task, employees were required to perform manual lifts of packages from cages onto the back of trailers. The cages were stacked to the top with packages which required employees to reach high vertical distances to retrieve packages and stack them in the trailer. The frequency of lifts, duration of task and awkward postures placed employees at risk for low back injuries. Conditions on the days of inspection were typical of normal operations.
- c. Amazon TEB3 Fulfillment Center, 2651 Oldmans Creek Rd, Logan Township, NJ, Stow process path: on or about June 13, 2023, and continuing thereafter, employees were exposed to an ergonomic hazard which was causing or likely to cause MSDs. During the stow task, employees were required to operate a powered industrial truck carrying a cage with packages, and manually lift the packages from this cage into multiple product destination Aisle Bins. The stow employees also have to bend, reach, and re-arrange Aisle Bins to fit packages in. The duration of task, reach, high forces needed to push, pull, lift, and lower packages, the confined workspace of the powered industrial truck, and awkward postures placed employees at risk for shoulder and low back injuries. Conditions on the days of inspection were typical of normal operations.
- d. Amazon TEB3 Fulfillment Center, 2651 Oldmans Creek Rd, Logan Township, NJ, Pick process path: on or about June 14, 2023, and continuing thereafter, employees were exposed to an ergonomic hazard which was causing or likely to cause MSDs. During the Pick task, employees were required to operate a powered industrial truck carrying

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: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085

an empty cage to multiple destination Aisle Bins, and fill the cage with packages, and manually lifting the packages from various Aisle Bins, and re-arrange full Aisle Bins to retrieve the package, then manually place the package into the cage. The duration of task, reach, high forces needed to push, pull, lift, and lower packages, the constrained workspace of the powered industrial truck, and awkward postures placed employees at risk for low back and shoulder injuries. Conditions on the days of inspection were typical of normal operations.

WRITTEN ABATEMENT CERTIFICATION IS REQUIRED PURSUANT TO 29 CFR 1903.19

Among other methods, implementing a process-based approach with the following feasible and acceptable methods of abatement would eliminate or materially reduce the hazard:

1. Perform a worksite analysis to evaluate existing manual lifting and pulling hazards in the workplace and develop an effective ergonomics program. Conduct an ergonomic assessment by a certified professional ergonomist, or other qualified professional. An analysis should include an assessment with validated methods such as, but not limited to, Revised NIOSH lifting equation (RNLE) and employee participation (e.g., questionnaires, interviews). Periodic ergonomic surveys of employees and process paths in the workplace should be conducted at appropriate intervals to evaluate effectiveness of controls.
2. Training and education for exposed employees, including methods to evaluate the effectiveness of the training. Re-training should be done annually, or as operations change. Training should be done in a manner understandable by all employees (in a language that they speak) and address hazards associated with the work they perform, early recognition of musculoskeletal injuries and illnesses, the ergonomic risk factors associated with their job(s) of, and how to prevent MSDs. The training should include the elements of the ergonomics program and the affected employee's role in the program. Training should also be provided to operations area managers and process assistants as well as First Aid staff. A supervisors' training program should also be implemented to allow recognition of ergonomic risk factors, early signs of MSDs, and how to respond when risk factors are observed or when symptoms are reported. The training program should include the establishment's health care providers to ensure that they are able to recognize symptoms of MSDs and are familiar with appropriate protocols for treatment of MSDs. Educational material or training on ergonomics should be provided to people responsible for designing jobs and buying equipment, tools, workstations, and parts.
3. Hazard prevention and control which includes engineering, administrative, and work practice controls.
 - a. Implement engineering controls that are designed by a qualified certified professional ergonomist or other qualified professional. Such controls may include workstation redesign, tool and handle redesign, and use of mechanical lifting aids.

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: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085

b. Implement administrative controls that reduce the duration, frequency, and severity of exposure to ergonomic risk factors. These controls may include job rotation, reduction of repetitions, multiple person lifts, and equipment maintenance.

c. Implement work practice controls including work techniques, new employee conditioning, and reduction of weight lifted.

The following engineering, administrative and work practice controls are feasible and will materially reduce the hazard at this workplace:

a) Task/Process path: Pack

- Provide adjustable height workstations
- Provide carts with adjustable height platforms
- Design station to allow for sliding of items from the cart to the workstation
- Heavy packages should be moved using a vacuum lift or other lift assist system
- Attach color-coded stickers to parcels to inform workers of their weight. This can also be done with an automated system.
- Implement wrap around scanners at the end of the trailer to eliminate use of employee handheld scan guns.
- Use manufacture's box to ship to avoid package handling

b) Task/Process path: Fluid Load

- To eliminate manual floor loading, parcels should be loaded onto pallets or carts which are then moved into trailers using forklifts or electrical pallet jacks
- Use step platforms, not step stools, to reduce reach and improve balance to prevent shoulder MSDs and falls when stacking packages on a second level.
- Use 2-wheeled hand trucks conveniently stationed near all unloading bays for associates to use, especially for large, heavy items to be loaded on the trailer.
- Reduce frequency of multiple manual handling of packages so that task is not hazardous based on risk assessment.
- Install plates that pivot and angle down from the cages to allow easier movement of packages from the cart to a secure position on the trailer.
- Require team lifts of heavy parcels on the trailer.
- No stacking of heavy parcels (in excess of 51 lbs.) above shoulder height (~48").
- Shoulder holsters for scan guns should be issued and worn by all associates. This will free up both hands

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: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085

to perform MMH tasks and reduce overuse and fatigue of the upper extremities for the hand not constantly holding the scan guns.

c) Task/Process path: Stow

- During non-production time in the facility, such as from 4:00 am to 6:00 am in this facility, determine the true space available in the Aisle Bins and assign employees to optimize the space for Stow and Pick Procedures. This would reduce the extended time the Stow associates spend moving, pushing and pulling packages around to place the package into a full Aisle Bin space.
- Organize and optimize the Aisle Bin space to prevent overloading of these spaces.
- Provide the Stow associates shoulder holsters or wrist scanners to alleviate the awkward and poor grasp caused when the Amazon associate holds the handheld scanner while manually handling packages.
- Train and direct associates Stowing in VNA Aisle Bins to maintain space on the bottom VNA shelf to make it easier to slide packages in and out to reduce awkward postures during Stowing.
- Prevent overloading of Stow Rainbow cages with large packages. Instead load Stow cages with a mixture of large and small packages to reduce potentially injurious lifts such as over the shoulder. A computer algorithm that calculates package size and weight may assist in the optimal sequence loading of cages with a mixture of package sizes.
- Consider alternatives to the constrained space the Stow associates work in. Full cages, and full Aisle Bins, limit the associate's movements and increase awkward postures and material handling. Consider package dimensions and weights when organizing stow or pick process in order to reduce awkward postures from working in a constrained space area.
- Harnesses for fall prevention impede range of motion and cause discomfort from binding depending on gender of associate. Offer a variety of styles or types of harnesses to associates.

d) Task/Process path: Pick

- During non-production time in the facility, such as from 4:00 am to 6:00 am in this facility, determine the true space available in the Aisle Bins and assign employees to optimize the space for Stow and Pick Procedures. This would reduce the extended time the Pick associates spend moving, pushing and pulling packages around to place the package into a full Aisle Bin space.
- Organize and optimize the Aisle Bin space to prevent overloading of these spaces
- Provide the Pick associates shoulder holsters or wrist scanners to alleviate the awkward and poor grasp caused when the Amazon associate holds the handheld scanner while manually handling packages.
- Pick VNA Elastic bands used to support and secure packages require the Amazon associate to move the elastic band to access and remove the package, causing asymmetric musculoskeletal loading of the back and shoulders, resulting in increased risk for MSDs. Use of a portable weight hook to move and hold elastic bands out of the way while handling packages. Reduce frequency of multiple manual handling of packages so that task is not hazardous based on risk assessment.
- Consider alternatives to the constrained space the Stow associates work in. Full cages, and full Aisle Bins,

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: 1646340
Inspection Date(s): 01/26/2023 - 06/13/2023
Issuance Date: 07/24/2023



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085

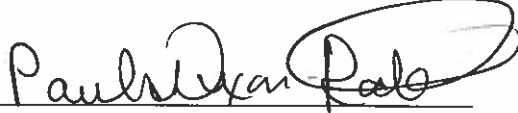
limit the associate's movements and increase awkward postures and material handling. Consider package dimensions and weights when organizing stow or pick process in order to reduce awkward postures from working in a constrained space area.

- Harnesses for fall prevention impede range of motion and cause discomfort from binding depending on gender of associate. Offer a variety of styles or types of harnesses to associates.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

September 08, 2023
\$15,625.00


Paula Dixon-Roderick
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
2 Executive Drive, Suite 120
Marlton, NJ 08053



INVOICE / DEBT COLLECTION NOTICE

Company Name: Amazon.com Services LLC, dba TEB3
Inspection Site: 2651 Oldmans Creek Rd, Logan Township, NJ 08085
Issuance Date: 07/24/2023

Summary of Penalties for Inspection Number: 1646340

Citation 1 Item 1, Serious	\$15,625.00
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TOTAL PROPOSED PENALTIES: **\$15,625.00**

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 at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. 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 two times.

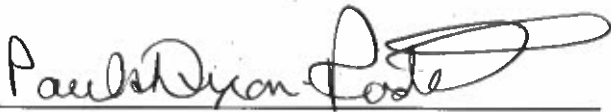
Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts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

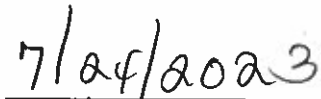
Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per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



Paula Dixon-Roderick

Area Director



Date