

**U.S. DEPARTMENT OF LABOR**  
**OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**  
Cleveland Area Office – Region V  
6393 Oak Tree Blvd, Suite 203  
Independence, Ohio 44131-6964



**August 2, 2023**

**In the Matter of: Norfolk Southern Corporation**

**OSHA No: 1654908**

**INFORMAL SETTLEMENT AGREEMENT**

The undersigned Employer and the undersigned Occupational Safety and Health Administration (OSHA), in settlement of the above citation(s) and penalties which were **issued on August 2, 2023**, hereby agree as follows:

1. The Employer and OSHA agree that the violations as cited in the below citations have been corrected.
2. The Employer agrees to pay a total penalty of **\$49,111.00 by August 31, 2023**. If the penalty is not paid under the terms of this Informal Settlement Agreement (Settlement Agreement), the original total proposed penalty will become due and payable immediately plus any administrative fees, interest, and penalties incurred thereafter. See Attachment A for payment instruction.

**This is your notification of payment due. No other statement or bill will be sent.**

3. The Employer and OSHA agree that the following citations and penalties, if any, are being amended as shown below and include as abatement the full terms of this Settlement Agreement. Citations and penalties not referenced below remain unchanged.

**Citation 1 Item 1 – Reclassified to Other-than-Serious; penalty not changed.**

**Citation 1 Item 2 – Reclassified to Other-than-Serious; penalty not changed.**

**Citation 1 Item 3a – Reclassified to Other-than-Serious; penalty not changed.**

**Citation 1 Item 3b – Reclassified to Other-than-Serious; penalty not changed.**

**Citation 1 Item 4 – Reclassified to Other-than-Serious; penalty not changed.**

4. The Employer agrees to work with the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters (BMWED Union) to develop and implement a medical program for all Norfolk Southern BMWED Union employees who worked at the East Palestine, Ohio train derailment site. The Employer agrees to submit documentation of this program to OSHA by December 31, 2023, as confirmation of compliance with this Settlement Agreement.

5. The Employer agrees to work with the BMWED Union to administer a 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training program related to train derailments for designated BMWED Union employees. The Employer agrees to submit documentation of this program to OSHA by December 31, 2023, as confirmation of compliance with this Settlement Agreement.

6. The Employer agrees to work with the BMWED Union to develop and implement a “lessons learned” program related to the employee response to the East Palestine derailment and make this program available to all Norfolk Southern BMWED Union employees and applicable Norfolk Southern employees. The Employer agrees to complete this program and submit documentation of this program to OSHA by December 31, 2024, as confirmation of compliance with this Settlement Agreement.


7. The Employer, by signing this Settlement Agreement, hereby waives its rights to contest the above citation(s) and penalties, as amended above.

8. Each party agrees to bear its own fees and expenses incurred in connection with any stage of this proceeding.

9. The Employer agrees to immediately post a copy of this Settlement Agreement in a prominent place at or near the location of the violation(s) referred to above. This Settlement Agreement must remain posted until the violations cited have been corrected, or for 3 working days (excluding weekends and Federal Holidays), whichever is longer.

10. The Employer agrees to continue to comply with the applicable provisions of the Occupational Safety and Health Act of 1970 (Act), and the applicable safety and health standards promulgated pursuant to the Act.

11. Except for these proceedings, and matters arising out of these proceedings and any other subsequent OSHA proceedings between the parties, none of the foregoing agreements, statements, stipulations, findings and actions taken by the Employer shall be deemed an admission by the Employer of (i) the allegations contained within the Citations and Notifications of Penalty, or (ii) any violations of the Act. The agreements, statements, stipulations, findings and actions taken herein are made for the purpose of settling this matter economically and amicably and shall not be used for any purpose, except for proceedings and matters instituted by OSHA under the Act.

  
\_\_\_\_\_  
**Occupational Safety and Health Administration**  
**Howard B. Eberts, Area Director**

  
\_\_\_\_\_  
**Norfolk Southern Corporation**  
**John Fleps, VP Safety**

\_\_\_\_\_  
August 2, 2023

**Date**

\_\_\_\_\_  
August 2, 2023

**Date**

**U.S. DEPARTMENT OF LABOR  
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**

Cleveland Area Office – Region V  
6393 Oak Tree Blvd, Suite 203  
Independence, Ohio 44131-6964



**NOTICE TO EMPLOYEES**

The law gives you or your representative the opportunity to object to any abatement date set for a violation if you believe the date to be unreasonable. Any contest to the abatement dates of the citations amended in this Settlement Agreement must be mailed to the U.S. Department of Labor Area Office at 6393 Oak Tree Blvd, Suite 203, Independence, Ohio 44131, within 15 working days (excluding weekends and Federal Holidays) of the receipt by the Employer of this Settlement Agreement. You or your representative also have the right to object to any of the abatement dates set for violations, which were not amended, provided that the objection is mailed to the office shown above within the 15-working-day period established by the original citation.

**U.S. DEPARTMENT OF LABOR  
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**

Cleveland Area Office – Region V  
6393 Oak Tree Blvd, Suite 203  
Independence, Ohio 44131-6964



## Attachment A

# Payment Instruction Addendum

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties. Make your check or money order payable to: “DOL OSHA”. Please indicate OSHA’s Inspection Number on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov) by searching for the public forms by form name – **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/public/form/start/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 \$50,000 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 you have additional questions, please contact our office at (216) 447-4194.

**U.S. Department of Labor** Occupational Safety and Health Administration  
6393 Oak Tree Blvd  
Suite 203  
Independence, OH 44131



08/02/2023

Norfolk Southern Corporation  
and its successors  
650 W Peachtree St NW  
Atlanta, GA 30308

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 (216) 447-4194.

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](http://www.osha.gov). If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

A handwritten signature in blue ink, appearing to read "Howard B. Eberts", with a long, sweeping horizontal flourish extending to the right.

**Howard B Eberts**  
Area Director

Enclosures

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
6393 Oak Tree Blvd  
Suite 203  
Independence, OH 44131



## Citation and Notification of Penalty

**To:**  
Norfolk Southern Corporation  
and its successors  
650 W Peachtree St NW  
Atlanta, GA 30308

**Inspection Number:** 1654908  
**Inspection Date(s):** 03/02/2023 - 07/27/2023  
**Issuance Date:** 08/02/2023

**Inspection Site:**  
Taggart Road  
East Palestine, OH 44413

*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 (216) 447-4194. 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](http://www.pay.gov). At the top of the 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](http://www.osha.gov). If you have any dispute with the accuracy of the information displayed, please contact this office.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 08/02/2023. The conference will be held by telephone or at the OSHA office located at 6393 Oak Tree Blvd, Suite 203, Independence, OH 44131 on \_\_\_\_\_ at \_\_\_\_\_.

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

**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 1654908**

Company Name: Norfolk Southern Corporation  
Inspection Site: Taggert Road, East Palestine, OH 44413  
Issuance Date: 08/02/2023

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, 6393 Oak Tree Blvd, Suite 203, Independence, OH 44131.**

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:** Norfolk Southern Corporation  
**Inspection Site:** Taggert Road, East Palestine, OH 44413

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

29 CFR 1910.120(q)(1): An emergency response plan shall be developed and implemented to handle anticipated emergencies prior to the commencement of emergency response operations. The plan shall address at a minimum the elements required under 1910.120(q)(2).

a.) On or about February 4 through February 8, 2023, in response to a train derailment incident that occurred on February 3, 2023 in East Palestine, Ohio where several train cars released several hazardous chemicals, such as, but not limited to n-Butyl Acrylate, the Employer did not effectively implement its emergency response plan for its employees in that the following elements were not appropriately in place:

- 1910.120(q)(2)(ii) - Personnel roles, lines of authority, training, and communication - On February 4, employees who initially responded to the incident did not receive effective communication on the chemicals that were actively leaking at the site, appropriate personal protective equipment and respirators;

- 1910.120(q)(2)(v) - Site security and control - Exclusion, Contamination Reduction and Support zones were not secured and controlled to prevent unauthorized individuals from entering areas where chemicals were actively leaking and moving through the soil and water; and

- 1910.120(q)(2)(vii) - Decontamination - Exclusion, Contamination Reduction and Support zones were not set up with designated decontamination areas, staff or equipment to wash off soil potentially contaminated with chemicals from the spill.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$15,625.00

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:** 1654908  
**Inspection Date(s):** 03/02/2023 - 07/27/2023  
**Issuance Date:** 08/02/2023



**Citation and Notification of Penalty**

**Company Name:** Norfolk Southern Corporation  
**Inspection Site:** Taggert Road, East Palestine, OH 44413

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

29 CFR 1910.120(q)(3)(iii):Based on the hazardous substances and/or conditions present, the individual in charge of the ICS shall implement appropriate emergency operations, and assure that the personal protective equipment worn is appropriate for the hazards to be encountered.

a.) On or about February 4 through February 8, 2023, in response to a train derailment incident that occurred on February 3, 2023 in East Palestine, Ohio where several train cars released several hazardous chemicals, such as, but not limited to n-Butyl Acrylate, the Employer did not ensure that employees who walked and worked in areas with soil that may have been contaminated with these chemicals wore appropriate chemical resistant footwear.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$11,162.00

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:** Norfolk Southern Corporation  
**Inspection Site:** Taggert Road, East Palestine, OH 44413

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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 3 a Type of Violation: **Serious**

29 CFR 1910.120(q)(3)(iv): Employees engaged in emergency response and exposed to hazardous substances presenting an inhalation hazard or potential inhalation hazard shall wear positive pressure self-contained breathing apparatus while engaged in emergency response, until such time that the individual in charge of the ICS determines through the use of air monitoring that a decreased level of respiratory protection will not result in hazardous exposures to employees.

a.) On or about February 4, 2023, in response to a train derailment incident that occurred on February 3, 2023 in East Palestine, Ohio where several train cars released several hazardous chemicals, such as, but not limited to n-Butyl Acrylate, the Employer did not ensure that an employee who applied Portland Cement to potentially contaminated soil for a brief period of time (approximately 30 minutes) in a fully enclosed cab on the east side of Pleasant Drive was wearing a positive pressure self-contained breathing apparatus until such time that the individual in charge of the ICS determined through the use of air monitoring that a decreased level of respiratory protection would not result in hazardous exposures to employees. The employee did not wear any type of respiratory protection, nor was he personally monitored for exposure to leaking chemicals (such as n-Butyl Acrylate) at the specific location where he was working.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$11,162.00

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:** 1654908  
**Inspection Date(s):** 03/02/2023 - 07/27/2023  
**Issuance Date:** 08/02/2023



**Citation and Notification of Penalty**

**Company Name:** Norfolk Southern Corporation  
**Inspection Site:** Taggert Road, East Palestine, OH 44413

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

29 CFR 1910.120(q)(6): Training shall be based on the duties and function to be performed by each responder of an emergency response organization. The skill and knowledge levels required for all new responders, those hired after the effective date of this standard, shall be conveyed to them through training before they are permitted to take part in actual emergency operations on an incident.

a.) On or about February 4, 2023, in response to a train derailment incident that occurred on February 3, 2023 in East Palestine, Ohio where several train cars released several hazardous chemicals, such as, but not limited to n-Butyl Acrylate, the Employer did not ensure that an employee who applied Portland Cement to potentially contaminated soil for a brief period of time (approximately 30 minutes) in a fully enclosed cab on the east side of Pleasant Drive was effectively trained at the Hazardous Materials Technician Level per 1910.120(q)(6)(ii).

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

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:** Norfolk Southern Corporation  
**Inspection Site:** Taggert Road, East Palestine, OH 44413

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

29 CFR 1910.1200(h)(1): Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area. Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals.

a.) Prior to and as of February 4, 2023, in response to a train derailment incident that occurred on February 3, 2023 in East Palestine, Ohio where several train cars released several hazardous chemicals, such as, but not limited to n-Butyl Acrylate; the Employer did not effectively communicate to employees who initially responded and worked to restore the track panels at the site on the chemicals that had been released and their associated hazards.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$11,162.00

  
\_\_\_\_\_  
**Howard B Eberts**  
Area Director



**U.S. Department of Labor**  
Occupational Safety and Health Administration  
6393 Oak Tree Blvd  
Suite 203  
Independence, OH 44131



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## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Norfolk Southern Corporation  
**Inspection Site:** Taggart Road, East Palestine, OH 44413  
**Issuance Date:** 08/02/2023

Summary of Penalties for Inspection Number: 1654908

Citation 1 Item 1, Serious	\$15,625.00
Citation 1 Item 2, Serious	\$11,162.00
Citation 1 Item 3a, Serious	\$11,162.00
Citation 1 Item 3b, Serious	\$0.00
Citation 1 Item 4, Serious	\$11,162.00

**TOTAL PROPOSED PENALTIES:** **\$49,111.00**

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To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at [www.pay.gov](http://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.



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**Howard B Eberts**  
Area Director

August 2, 2023

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Date