

**U.S. Department of Labor** Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604



12/13/2023

FB International Inc  
and its successors  
1 Raritan Road  
Oakland, NJ 07436

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 (201) 288-1700.

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 cursive script, appearing to read "Lisa Levy".

*For*

**Lisa Levy**  
Area Director

Enclosures

## U.S. Department of Labor

Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604



# Citation and Notification of Penalty

**To:**

FB International Inc  
and its successors  
1 Raritan Road  
Oakland, NJ 07436

**Inspection Number:** 1681286

**Inspection Date(s):** 07/05/2023 - 07/08/2023

**Issuance Date:** 12/13/2023

**Inspection Site:**

1 Raritan Road  
Oakland, NJ 07436

*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 (201) 288-1700. 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 12/13/2023. The conference will be held by telephone or at the OSHA office located at 500 Route 17 South, 2nd Floor, Hasbrouck Heights, NJ 07604 on \_\_\_\_\_ at \_\_\_\_\_.

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

**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 1681286**

Company Name: FB International Inc  
Inspection Site: 1 Raritan Road, Oakland, NJ 07436  
Issuance Date: 12/13/2023

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, 500 Route 17 South, 2nd Floor, Hasbrouck Heights, NJ 07604.**

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.

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

**Inspection Number:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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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 where employees are exposed to fall hazards when lifted in a man basket on a forklift:

a) At our near 1 Raritan Rd., Oakland NJ - Red Metal Cage - Throughout Warehouse: : a red metal warehouse made box was utilized to lift up personnel on a forklift for different tasks for a several year period. This operation was last observed, on or about 7/4/23

Among other means, one feasible means is to follow ANSI/ITSDF B56.1-2016 and obtain a manlift that is enclosed with guardrails, is approved by the forklift manufacture for lifting personnel, and use fall protection equipment such as a decelerating lanyard and full body harness.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 02, 2024  
Proposed Penalty: \$10,938.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.22(a)(3): The employer did not ensure that walking-working surfaces are maintained free of hazards such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice.

a) 1 Raritan Rd., Oakland NJ -Carpentry Department - Chop Saw: employees were exposed to tripping hazards as they had to step over an eight inch high dust collecting duct installed on the floor next to a chop saw, on or about 7/5/23.

Reroute duct work so that it is not laying on the floor or install railing around it

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$9,376.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.29(b)(2)(i): The employer did not ensure that guardrails met the requirement that mid rails are installed at a height midway between the top edge of the guardrail system and the walking-working surface.

a) 1 Raritan Rd., Oakland NJ -Walkway to Lunch Room: employees were exposed to a 15 foot fall hazard while walking on the elevated walkway with a missing mid rail, on or about 7/5/23.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$9,376.00

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:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.37(a)(3): Exit route(s) were not kept free and unobstructed:

- a) 1 Raritan Rd., Oakland NJ - Exit from Warehouse to Dumpster Area: A cart and lumber were stored in the exit path reducing the path to approximately 12", on or about 7/5/23.
- b) 1 Raritan Rd., Oakland NJ -Exit from Metal Department: A ladder and a garbage can were protruding into the exit path, on or about 7/5/23.
- c) 1 Raritan Rd., Oakland NJ - Exit from Graphics: Rolls of fabric were protruding into the exit path, on or about 7/5/23.
- d) 1 Raritan Rd., Oakland NJ -Exit from Carpet Department: Rolls of materials and pallets were totally blocking the exit door, on or about 7/8/23.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$10,938.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.37(b)(4): Signs were not posted along the exit access indicating the direction of travel to the nearest exit and exit discharge when the direction of travel to the exit or exit discharge was not immediately apparent:

a) 1 Raritan Rd., Oakland NJ - Throughout Warehouse: Employees did not have a clear indication of the direction of travel to exit the building in an emergency, on or about 7/5/23.

Install signs throughout warehouse in order to clearly define exit routes

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$6,250.00

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:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.37(b)(6): Each exit sign was not illuminated to a surface value of at least five foot-candles (54 lux) by a reliable light source and be distinctive in color:

- a) 1 Raritan Rd., Oakland NJ - Exit from Warehouse to Dumpster Area: A non-illuminated sign was installed over the EXIT door, on or about 7/5/23.
- b) 1 Raritan Rd., Oakland NJ -Doble Exit Door Behind Graphics: A non-illuminated sign was installed over the EXIT door, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$4,687.00

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:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.178(l)(2)(ii): The employer did not ensure that each operator had successfully completed the training consisting of a combination of formal instruction (e.g., lecture, discussion, interactive computer learning, video tape, written material), practical training (demonstrations performed by the trainer and practical exercises performed by the trainee), and evaluation of the operator's performance in the workplace.

a) 1 Raritan Rd., Oakland NJ - Throughout Warehouse: The training of several operators of Propane fueled PITs and Electric PIT did not include lecture, written material, demonstrations performed by the trainer, practical exercises and evaluation of the operator's performance, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

January 02, 2024  
\$9,376.00

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

**Inspection Number:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.213(c)(1): Circular handfed 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) 1 Raritan Rd., Oakland NJ - Carpentry Shop - Sega Squadratrice Table Saw: Employee was exposed to amputation hazards while engaged in wood cutting operations utilizing a table saw that was not guarded, on or about 7/5/23.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$10,938.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

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

a) 1 Raritan Rd., Oakland NJ - Carpentry Shop - Sega Squadratrice Table Saw: Employee was exposed to struck by hazards while engaged in plywood ripping operations utilizing a table saw that was not equipped with a spreader, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$7,813.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.213(c)(3): Hand-fed rip saw(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) 1 Raritan Rd., Oakland NJ - Carpentry Shop - Sega Squadratrice Table Saw: Employee was exposed to struck by hazards while engaged in plywood ripping operations utilizing a table saw that was not equipped with a kickback finger, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$7,813.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 1 Item 11 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) 1 Raritan Rd., Oakland NJ - Electric Department - Work Table: A Relocatable Power Tap electric cord attached with metal straps onto the work table was not used in accordance with the listing and/or labeling, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

January 02, 2024  
\$9,376.00

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:** 1681286  
**Inspection Date(s):** 07/05/2023 - 07/08/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.304(f)(1)(iv): Overcurrent devices for circuits rated 600 volts, nominal, or less, were not readily accessible to each employee or authorized building management personnel:

- a) 1 Raritan Rd., Oakland NJ - Carpentry Shop - Electric Panel between shelves: The electric breakers that controlled the lights as well as motors were blocked by a plywood box and a cart, on or about 7/5/23.
- b) 1 Raritan Rd., Oakland NJ - Carpentry Shop - Electric Panel at corner: The electric breakers that controlled the lights as well as motors were blocked by tables and other materials, on or about 7/5/23.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$6,250.00

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:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.305(a)(2): Temporary electrical power and lighting installations of 600 volts, nominal, or less were used for purposes other than those permitted in subparagraphs (a), (b) and (c) of this paragraph:

(A) Employer used temporary electrical power for purposes, or duration in excess of, what is approved by this regulation.

a) 1 Raritan Rd., Oakland NJ - Metal Furniture Department - Right Saw: A Relocatable Power Tap electric cord was utilized to power a saw, on or about 7/5/23.

b) 1 Raritan Rd., Oakland NJ - Metal Furniture Department - Left Saw: A Relocatable Power Tap electric cord was utilized to power a saw, on or about 7/5/23.

c) 1 Raritan Rd., Oakland NJ - Electric Department - Work Table: A Relocatable Power Tap electric cord was utilized to provide power at the work table, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$6,250.00

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:** 1681286  
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**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB International Inc  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

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

- a) 1 Raritan Rd., Oakland NJ - Metal Furniture Department - Left Saw: A Relocatable Power Tap electric cord was attached with metal straps onto the drywall finish, on or about 7/5/23.
- b) 1 Raritan Rd., Oakland NJ - Metal Furniture Department - Right Saw: An electric cord was attached with metal straps onto the drywall finish, on or about 7/5/23.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

January 02, 2024  
\$9,376.00

  
*for*

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**Lisa Levy**  
Area Director

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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  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604



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**INVOICE /  
DEBT COLLECTION NOTICE**

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**Company Name: FB International Inc**  
**Inspection Site: 1 Raritan Road, Oakland, NJ 07436**  
**Issuance Date: 12/13/2023**

Summary of Penalties for Inspection Number: 1681286

Citation 1 Item 1, Serious	\$10,938.00
Citation 1 Item 2, Serious	\$9,376.00
Citation 1 Item 3, Serious	\$9,376.00
Citation 1 Item 4, Serious	\$10,938.00
Citation 1 Item 5, Serious	\$6,250.00
Citation 1 Item 6, Serious	\$4,687.00
Citation 1 Item 7, Serious	\$9,376.00
Citation 1 Item 8, Serious	\$10,938.00
Citation 1 Item 9, Serious	\$7,813.00
Citation 1 Item 10, Serious	\$7,813.00
Citation 1 Item 11, Serious	\$9,376.00
Citation 1 Item 12, Serious	\$6,250.00
Citation 1 Item 13, Serious	\$6,250.00
Citation 1 Item 14, Serious	\$9,376.00

**TOTAL PROPOSED PENALTIES: **\$118,757.00****

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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 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.



For

December 13, 2023

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**Lisa Levy**

Area Director

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Date

**U.S. Department of Labor** Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604



12/13/2023

FB INTERNATIONAL, INC.  
and its successors  
1 Raritan Road  
Oakland, NJ 07436

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 (201) 288-1700.

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,

*Rashion Carter*  
for **Lisa Levy**  
Area Director

Enclosures

# U.S. Department of Labor

Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604



## Citation and Notification of Penalty

**To:**  
FB INTERNATIONAL, INC.  
and its successors  
1 Raritan Road  
Oakland, NJ 07436

**Inspection Number:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023

**Inspection Site:**  
1 Raritan Road  
Oakland, NJ 07436

*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 (201) 288-1700. 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 12/13/2023. The conference will be held by telephone or at the OSHA office located at 500 Route 17 South, 2nd Floor, Hasbrouck Heights, NJ 07604 on \_\_\_\_\_ at \_\_\_\_\_.

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

**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 1677266**

Company Name: FB INTERNATIONAL, INC.  
Inspection Site: 1 Raritan Road, Oakland, NJ 07436  
Issuance Date: 12/13/2023

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, 500 Route 17 South, 2nd Floor, Hasbrouck Heights, NJ 07604.**

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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### Citation 2 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 employees were exposed to dust deflagration, explosion, or other fire hazard:

a) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees engaged in woodworking operations were exposed to fire and explosion hazards. Fugitive dust escapes from the dust collection system at several points in system, including at the elbow located just outside the building and next to the dust collector in an area where employees take smoke breaks. Sparks enter the dust collection system when employees cut metal with saws that are connected to the dust collection system. The dust, produced from cutting and sanding wood, had settled around the area and was collected to determine explosivity. Test results show that the sampled dust is a combustible dust, and is explosive, with a Kst of 22.4 bar\*meters/second with a pressure ratio of 5.68.

Abatement Note: Among other methods, feasible means of abatement include, but is not limited to complying with NFPA 652 Standard on the Fundamentals of Combustible Dust 2019, and NFPA 664 Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities 2020.

\*The owner/operator shall establish written procedures for operating its facility and equipment to prevent or mitigate fires, deflagrations, and explosions from combustible particulate solids. (NFPA 652 section 8.3.1)

\*The content and format of the documentation shall comply with NFPA 101 and be acceptable to the authority having jurisdiction. (NFPA 664, Chapter 6 Section 6.1.5.2).

\*The process analysis shall include a dust hazards analysis performed in accordance with Chapter 7 of NFPA 652. (NFPA 664, Chapter 7, section 7.1.6)

\* The entire system, including each fan, motor, blower unit, operating control panels, fume scrubbers, flexible connections, and dampers, shall be inspected and maintained in accordance with the manufacturer's recommended guidelines and safe practices. (NFPA 664, Chapter 8, section 8.7.4.1)

\*Ensure ductwork is bonded and grounded and in accordance with 9.4.8.2 (NFPA 664, Chapter 9, Section 9.3.3.2.3.8).

\*Foreign materials, such as tramp metal, capable of igniting wood waste and wood dust shall be prevented from entering the wood and dust process equipment. Do not cut metal with the woodworking equipment. (NFPA 664, Chapter 9, Sections 9.4.11.2)

\* Ensure that conveying systems are protected to prevent fire extension through the facility. (NFPA 664, Chapter 9, Section 9.7.2.1.2).

\*Wood working equipment subject to the accumulation of static electric charge, shall be controlled by one of the following (NFPA 664, Chapter 9, Section 9.4.8.2):

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

- 
- (1) Permanent grounding and bonding of production equipment.
  - (2) Grounded metal combs to provide discharge paths.
  - (3) Other means shown to be effective and acceptable to the authority having jurisdiction.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

January 02, 2024  
\$10,938.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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

29 CFR 1910.22(a)(1): The employer did not ensure that all places of employment, passageways, storerooms, service rooms, and walking-working surfaces are kept in a clean, orderly, and sanitary condition:

a) Carpentry Department: On or about July 5, 2023 and continuing thereafter, explosive wood dust with a Kst of 22.4 bar meter/second, accumulated on walls, electrical conduit, electrical panel boxes, ducts, overhead lighting, electrical outlets, and on and around wood working equipment. The employer did not ensure that the work area was kept free of dust accumulations from wood working equipment.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 02, 2024
Proposed Penalty:	\$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 3 Type of Violation: **Serious**

29 CFR 1910.101(b): "Compressed gases." The in-plant handling, storage, and utilization of all compressed gases in cylinders, portable tanks, rail tankcars, or motor vehicle cargo tanks shall be in accordance with Compressed Gas Association Pamphlet P-1-1965, which is incorporated by reference as specified in Sec. 1910.6.

a) Warehouse, metal department: On or about July 5, 2023, employees worked in the area where three compressed gas cylinders, containing argon and carbon dioxide, were stored. The employer must be sure the cylinders are properly supported to prevent them from being knocked over, protect them any object that will produce a cut or other abrasion in the surface in the metal and store them away from locations where heavy moving objects may strike them. Cylinders were stored vertically on the floor and not chained or otherwise protected from being knocked over. Rolling welding machines are stored nearby and accessed, exposing employees to injury in the event a cylinder falls over.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$6,250.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 4 Type of Violation: **Serious**

29 CFR 1910.106(e)(2)(ii)(b)(2): The quantity of Category 2, 3 or 4 flammable liquid located outside of an inside storage room or storage cabinet in a building or in any one fire area of a building exceeded 120 gallons:

a) Paint Department: On or about June 15, 2023, the quantity of flammable liquid that was located outside of an inside storage room or storage cabinet in a building or in any one fire area of a building exceeded 120 gallons of flammable liquids. Over 135 gallons of flammable liquids, in 5-gallon containers, were stored in the room, but not within flammable liquid storage cabinets.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

January 10, 2024  
\$10,938.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 5 Type of Violation: **Serious**

29 CFR 1910.107(b)(9): A clear space of not less than 3 feet on all sides was not kept free from storage or combustible construction:

- a) Paint Department: On or about June 15, 2023, the area on the sides and the back of the spray booth was used to store containers of flammable liquids and wood, which were both stored against the outer walls of the spray booth.
- b) Paint Department: On or about August 23, 2023, the area on the sides and the back of the spray booth was used to store containers of flammable liquids and a flammable storage cabinet with flammable liquids inside, they were stored next to the outer walls of the spray booth.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$10,938.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 6 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 Department: On or about June 15, 2023, over 135 gallons of flammable liquids, including PER 160 thinner (Cat 2), CanLak Precatalyzed topcoat (Cat 2) and other coatings were stored, in the vicinity of the spray booth, and outside of flammable storage cabinets, exposing employees to a fire hazard.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$10,938.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 7 Type of Violation: **Serious**

29 CFR 1910.107(g)(5): Cleaning solvents. The use of solvents for cleaning operations shall be restricted to those having flashpoints not less than 100 deg. F.; however, for cleaning spray nozzles and auxiliary equipment, solvents having flashpoints not less than those normally used in spray operations may be used. Such cleaning shall be conducted inside spray booths and ventilating equipment operated during cleaning.

a) Paint department: On or about June 14, 2023 and continuing thereafter, the painter cleaned the Sames Xcite airmix paint spray gun by spraying PER 160 thinner, a Category 2 flammable liquid, with a flash point of 22 deg. F. into a plastic bucket was done about 20 feet away from the face of the spraybooth.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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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 2 Item 8 a Type of Violation: **Serious**

29 CFR 1910.133(a)(1): The employer did not ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation:

- a) Paint Department: On or about June 15, 2023 and continuing thereafter, employees used and cleaned Sames airmix paint spray guns which pose high pressure injection hazards. The products sprayed contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene and xylene. The employer did not provide and ensure use of appropriate eye and face protection for the employees.
- b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees used nail guns, Formica F-140, Citrus cleaner and Glue-off when processing wood. The employer did not provide and ensure use of appropriate eye and face protection for employees who conducted the operations.
- c) Paint Department: On or about August 10, 2023 and continuing thereafter, employees changed the spray booth filters which contained fiberglass and dried paints. The employer did not provide and ensure use of appropriate eye and face protection for the employees.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: **January 10, 2024**  
Proposed Penalty: **\$10,938.00**

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 8 b Type of Violation: **Serious**

29 CFR 1910.132(d)(2): The employer did not verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated, the person certifying that the evaluation has been performed, the date(s) of the hazard assessment, and, which identifies the document as a certification of hazard assessment:

a) Paint Department: On or about June 15, 2023 and continuing thereafter, Employees sprayed or applied products that contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene, heptane and xylene. The employer did not have the required written workplace hazard personal protective equipment assessment for employees who worked in the facility.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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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 2 Item 9 a Type of Violation: **Serious**

29 CFR 1910.134(c)(1): A written respiratory protection program that included the provisions in 29 CFR 1910.134(c)(1)(i) - (ix) with worksite specific procedures was not established and implemented for required respirator use:

- a) Paint Department: On or about June 15, 2023 and continuing thereafter, the employer did not provide and implement a written respiratory protection program for employees required to wear respirators. Employees sprayed paints using Sames xcite airmix paint guns wearing elastomeric full and half face respirators or N95 filtering facepiece respirators.
- b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, the employer did not provide and implement a written respiratory protection program for all employees required to wear respirators. The employer required employees in the carpentry department to wear N95 filtering facepiece respirators.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$4,687.00

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

**Inspection Number:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 9 b Type of Violation: **Serious**

29 CFR 1910.134(e)(1): The employer did not provide a medical evaluation to determine the employee's ability to use a respirator before the employee was required to use the respirator in the workplace:

- a) Paint Department: On or about June 15, 2023 and continuing thereafter, the painters and other workers who assisted or prepared for painting were required to wear N95 filtering facepiece respirators, elastomeric half-mask and/or full-face respirators. The employer did not provide medical evaluations to the employees before usage was required.
- b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, the workers were required to wear N95 filtering facepiece respirators. The employer did not provide medical evaluations to the employees before usage was required.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 9 c Type of Violation: **Serious**

29 CFR 1910.134(f)(2): Employees using tight-fitting facepiece respirators were not fit tested prior to initial use of the respirator:

- a) Paint Department: On or about June 15, 2023, and continuing thereafter, the painters and other workers who assisted or prepared for painting were required to wear N95 filtering facepiece respirators, elastomeric half-mask and full-face respirators to protect against solvents and dusts. The employer did not provide fit tests to the employees before usage was required.
- b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, the workers were required to wear N95 filtering facepiece respirators, to protect against solvents and dusts. The employer did not provide fit tests to the employees before usage was required.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 9 d Type of Violation: **Serious**

29 CFR 1910.134(k)(1): The employer did not provide effective training to ensure that each employee could demonstrate knowledge of 1910.134(k)(1)(i) - (vii):

a) Paint Department: On or about June 15, 2023 and continuing thereafter, the painters and other workers who assisted and prepared for painting were required to wear N95 filtering facepiece respirators, elastomeric half-mask and full-face respirators to protect against solvents and dusts. The employer did not provide training to the employees before usage was required.

b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, the workers were required to wear N95 filtering facepiece respirators, to protect against solvents and dusts. The employer did not provide training to the employees before usage was required.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$0.00

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:** 1677266  
**Inspection Date(s):** 06/15/2023 - 08/23/2023  
**Issuance Date:** 12/13/2023



**Citation and Notification of Penalty**

**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 10 Type of Violation: **Serious**

29 CFR 1910.136(a): General requirements. The employer shall ensure that each affected employee uses protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, or when the use of protective footwear will protect the affected employee from an electrical hazard, such as a static-discharge or electric-shock hazard, that remains after the employer takes other necessary protective measures.

a) Facility: On or about June 15, 2023 and continuing thereafter, employees assisted with material handling and were subject to potential foot injuries from falling and rolling materials, including panels, 5 gallon pails and other heavy materials. The employer did not ensure use of protective footwear for employees who conducted the operations.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 11 Type of Violation: **Serious**

29 CFR 1910.138(a): The employer did not select and require employees to use appropriate hand protection when employees' hands were exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasion; punctures; chemical burns; thermal burns; and harmful temperature extremes.

a) Paint Department: On or about June 15, 2023 and continuing thereafter, employees used and cleaned Sames airmix paint spray guns. The products sprayed contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene and xylene. The employer did not provide and ensure use of appropriate hand protection, the painter had paint on his hands and did not wear gloves that were protective against the chemicals used.

b) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees used adhesives, Formica F-140, Citrus cleaner and Glue-off and processed wood. The adhesive contained hazardous chemicals including but not limited to, heptane, acetone and toluene. The employer did not provide and ensure use of appropriate hand protection, employees were not provided gloves that were protective against chemicals in the adhesive.

c) Paint Department: On or about August 10, 2023 and continuing thereafter, employees changed the spray booth filters which contained fiberglass and dried paints. The employer did not provide and ensure use of appropriate hand protection, employees did not wear gloves that were protective against the fiberglass and paints.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$4,687.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 12 Type of Violation: **Serious**

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and/or maintain at the workplace a written hazard communication program which describes how the criteria specified in 29 CFR 1910.1200(f), (g), and (h) will be met:

- a) Paint Department: On or about June 14, 2023 and continuing thereafter, employees used and cleaned Sames airmix paint spray guns. The paint and other coatings sprayed were flammable liquids and contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene and xylene. The employer did not develop or implement a written hazard communication program which included all chemicals present in the facility.
- b) Metal Department: On or about July 1, 2023 and continuing thereafter, employees welded metal using a MIG welder and Argon and Carbon Dioxide. The employer did not develop or implement a written hazard communication program which included all chemicals present in the facility.
- c) Warehouse: On or about July 1, 2023 and continuing thereafter, employees used 3M Super 77 Spray adhesive, an extremely flammable aerosol, to apply labels to pallets of materials. The employer did not develop or implement a written hazard communication program which included all chemicals present in the facility.
- d) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees used adhesives, Formica F-140, Citrus cleaner and Glue-off and processed wood. The adhesive contained hazardous chemicals including but not limited to, heptane, acetone and toluene. Panels made primarily of wood was cut and sanded which created combustible dust. The employer did not develop or implement a written hazard communication program which included all chemicals present in the facility.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 13 Type of Violation: **Serious**

29 CFR 1910.1200(g)(1): The employer did not have a safety data sheet in the workplace for each hazardous chemical which they use:

- a) Paint Department: On or about June 15, 2023 and continuing thereafter, employees used and cleaned Sames airmix paint spray guns. The paint and other coatings sprayed were flammable liquids and contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene and xylene. The employer did not have the safety data sheets present in the workplace.
- b) Metal Department: On or about July 1, 2023 and continuing thereafter, employees welded metal using a MIG welder and Argon and Carbon Dioxide. The employer did not have the safety data sheets present in the workplace.
- c) Warehouse: On or about July 5, 2023 and continuing thereafter, employees used 3M Super 77 Spray adhesive, an extremely flammable aerosol, to apply labels to pallets of materials. The employer did not have the safety data sheets present in the workplace.
- d) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees used adhesives, Formica F-140, Citrus cleaner and Glue-off and processed wood. The adhesive contained hazardous chemicals including but not limited to, heptane, acetone and toluene. Panels made primarily of wood was cut and sanded which created combustible dust. The employer did not have the safety data sheets present in the workplace.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	January 10, 2024
Proposed Penalty:	\$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 2 Item 14 Type of Violation: **Serious**

29 CFR 1910.1200(h)(1): Employees were not provided effective information and training on hazardous chemicals in their work area at the time of their initial assignment and whenever a new hazard that the employees had not been previously trained about was introduced into their work area:

- a) Paint Department: On or about June 14, 2023 and continuing thereafter, employees used and cleaned Sames airmix paint spray guns. The paint and other coatings sprayed were flammable liquids and contained hazardous chemicals including but not limited to, acetone, butyl acetate, isobutyl acetate, methanol, toluene and xylene. The employer did not provide the required Hazard Communication training and information to employees.
- b) Metal Department: On or about July 1, 2023 and continuing thereafter, employees welded metal using a MIG welder and Argon and Carbon Dioxide. The employer did not provide the required Hazard Communication training and information to employees.
- c) Warehouse: On or about July 1, 2023 and continuing thereafter, employees used 3M Super 77 Spray adhesive, an extremely flammable aerosol, to apply labels to pallets of materials. The employer did not provide the required Hazard Communication training and information to employees.
- d) Carpentry Department: On or about July 5, 2023 and continuing thereafter, employees used adhesives, Formica F-140, Citrus cleaner and Glue-off and processed wood. The adhesive contained hazardous chemicals including but not limited to, heptane, acetone and toluene. Panels made primarily of wood was cut and sanded which created combustible dust. The employer did not provide the required Hazard Communication training and information to employees.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: January 10, 2024  
Proposed Penalty: \$10,938.00

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:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436

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Citation 3 Item 1    Type of Violation: **Other-than-Serious**

29 CFR 1904.40(a): The employer did not provide an authorized government representative the records within the four business hours.

a) Establishment, 1 Raritan Road: On or about June 15, 2023, the employer failed to provide copies of the injury and illness records to an authorized representative. The compliance officer requested the OSHA 300 logs for YTD 2023, 2022, 2021, 2020. The employer did not provide the authorized government representative the records within the four business hours.

b) Establishment, 1 Raritan Road: On or about June 15, 2023, the employer failed to provide copies of the injury and illness records to an authorized representative. The compliance officer requested the OSHA 300A summaries for 2022, 2021, 2020. The employer did not provide the authorized government representative the records within the four business hours.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

January 10, 2024

Proposed Penalty:

\$2,232.00

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**Lisa Levy**  
Area Director



**U.S. Department of Labor**  
Occupational Safety and Health Administration  
500 Route 17 South  
2nd Floor  
Hasbrouck Heights, NJ 07604




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**INVOICE /  
DEBT COLLECTION NOTICE**

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**Company Name:** FB INTERNATIONAL, INC.  
**Inspection Site:** 1 Raritan Road, Oakland, NJ 07436  
**Issuance Date:** 12/13/2023

Summary of Penalties for Inspection Number: 1677266

Citation 2 Item 1, Serious	\$10,938.00
Citation 2 Item 2, Serious	\$10,938.00
Citation 2 Item 3, Serious	\$6,250.00
Citation 2 Item 4, Serious	\$10,938.00
Citation 2 Item 5, Serious	\$10,938.00
Citation 2 Item 6, Serious	\$10,938.00
Citation 2 Item 7, Serious	\$10,938.00
Citation 2 Item 8a, Serious	\$10,938.00
Citation 2 Item 8b, Serious	\$0.00
Citation 2 Item 9a, Serious	\$4,687.00
Citation 2 Item 9b, Serious	\$0.00
Citation 2 Item 9c, Serious	\$0.00
Citation 2 Item 9d, Serious	\$0.00
Citation 2 Item 10, Serious	\$10,938.00
Citation 2 Item 11, Serious	\$4,687.00
Citation 2 Item 12, Serious	\$10,938.00
Citation 2 Item 13, Serious	\$10,938.00
Citation 2 Item 14, Serious	\$10,938.00
Citation 3 Item 1, Other-than-Serious	\$2,232.00

**TOTAL PROPOSED PENALTIES:** **\$138,174.00**

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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 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.

*Rashion Carter*

12/13/2023

for **Lisa Levy**  
Area Director

Date