

U.S. Department of Labor Occupational Safety and Health Administration
1033 La Posada
Suite 375
Austin, TX 78752



04/02/2024

Cavco Industries Inc., dba Palm Harbor Homes
and its successors
830 South Highway 183
Austin, TX 78741

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 (512) 374-0271.

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

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

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

A handwritten signature in blue ink that reads "Mark Marvick". The signature is cursive and somewhat stylized.

for

Monica Camacho

Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
1033 La Posada
Suite 375
Austin, TX 78752



Citation and Notification of Penalty

To:
Cavco Industries Inc., dba Palm Harbor Homes
and its successors
830 South Highway 183
Austin, TX 78741

Inspection Number: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024

Inspection Site:
830 South Highway 183
Austin, TX 78741

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 (512) 374-0271. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

Employer Discrimination Unlawful – The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that

he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Notice to Employees – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 04/02/2024. The conference will be held by telephone or at the OSHA office located at 1033 La Posada, Suite 375, Austin, TX 78752 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1701669

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741
Issuance Date: 04/02/2024

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 1033 La Posada, Suite 375, Austin, TX 78752.**

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

Citation Number 1 and Item Number 2 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 3a was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 3b was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 4 was corrected on 10-06-2023
By (Method of Abatement): Quick Fix

Citation Number 1 and Item Number 5 was corrected on _____
By (Method of Abatement): _____

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

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

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

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

Citation Number 1 and Item Number 10 was corrected on 10-06-2023
By (Method of Abatement): Quick Fix

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

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

Citation Number 1 and Item Number 13 was corrected on 10-06-2023
By (Method of Abatement): Quick Fix

Citation Number 2 and Item Number 1 was corrected on 10-05-2023
By (Method of Abatement): Corrected During Inspection

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 1 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.

On or about October 5, 2023, and at times prior thereto, the spray finishing area in the chassis shop had overspray build up from spray painting activities, exposing employees to slip and trip hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$11,524.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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.

On or before October 5, 2023, and at times prior thereto, employees working in the cabinet and utility departments of building 05 were exposed to hoses, cables, and cords strewn across the walking-working surfaces, exposing employees to slip and trip hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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 1910.23(b)(8): The employer did not ensure that ladders are used only for the purposes for which they were designed.

On or about October 5, 2023, and at times prior thereto, shop floor personnel combined portable A-frame stepladders and wheel cart bases to create a purpose for which the stepladders were not designed, exposing employees to a fall hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.23(c)(11): The employer did not ensure that portable ladders used to gain access to an upper landing surface have side rails that extend at least 3 feet (0.9 m) above the upper landing surface.

On or about October 5, 2023, and at times prior thereto, employees in the exterior tops department of building 05 were using A-frame ladders which did not reach the landing surface in the closed position on a scaffold to gain access to the roof of a manufactured home, exposing employees to a fall hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.23(e)(1)(vii): The employer did not ensure that mobile ladder stands and platforms that have wheels or casters are equipped with a system to impede horizontal movement when an employee is on the stand or platform.

On or about October 5, 2023, and at times prior thereto, employees in the finishing department used portable A-frame stepladders attached to mobile cart bases without wheel locks to impede horizontal movement, exposing employees to a fall hazard.

Date By Which Violation Must be Abated:
Proposed Penalty:

Quick Fix
\$11,754.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.28(b)(1)(i): Except as provided elsewhere in this section 29 CFR 1910.28, the employer did not ensure that each employee on a walking-working surface with an unprotected side or edge that is 4 feet (1.2 m) or more above a lower level is protected from falling by one or more of the systems described in 29 CFR 1910.28(b)(1)(i):

On or about October 5, 2023, and at times prior thereto, employees working on the roofs of manufactured homes in the Exterior Tops Department of building 05 were not protected by guardrail systems, safety net systems, or personal fall protection systems, exposing employees to a fall hazard of over 4-feet.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$16,131.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.135(a)(1): The employer did not ensure that each affected employee wear a protective helmet when working in areas where there is a potential for injury to the head from falling objects:

On or about October 5, 2023, and at times prior thereto, employees in the Exterior Tops department were working underneath overhead work without head protection, exposing employees to the hazard of being struck-by falling objects.

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.157(e)(2): Portable fire extinguishers were not visually inspected at least monthly:

On or about October 5, 2023, and at times prior thereto, the fire extinguisher in the cabinet department area of the establishment was not inspected monthly, exposing employees to a fire hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.184(c)(9): Employee(s) were not kept clear of load(s) suspended, or about to be lifted by sling(s).

On or about October 5, 2023, and at times prior thereto, an employee performed spray finishing in the chassis area while within a suspended load, exposing the employee to the hazard of being struck by the mobile home trailer chassis.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.252(b)(2)(iii): Workers and other persons adjacent to the welding area were not protected from the rays by noncombustible or flameproof screens or shields:

On or about October 5, 2023, employees working adjacent to the welding area in the chassis shop were not protected from arc welding rays, exposing employees to an ultraviolet radiation hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 10 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.

On or about October 5, 2023, and at times prior thereto, an electrical extension cord and relocatable power tap were connected in series to power portable equipment, exposing employees to an electrical hazard.

Date By Which Violation Must be Abated:
Proposed Penalty:

Quick Fix
\$5,876.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 11 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) On or about October 5, 2023, and at times prior thereto, a safety disconnect to the Hot Track in the Cabinet Department was blocked and obstructed, exposing employees to an electrical hazard.
- b) On or about October 5, 2023, and at times prior thereto, a safety disconnect to the Insulation Machine in the Cabinet Department was blocked and obstructed, exposing employees to an electrical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

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

On or about October 5, 2023, and at times prior thereto, flexible cords were connected to permanently mounted light fixtures in the Plumbing Department of Building 05, exposing employees to an electrical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.305(g)(2)(iii): Flexible cords were not connected to devices and fittings so that tension would not be transmitted to joints or terminal screws:

On or about October 5, 2023, and at times prior thereto, a pedestal fan used in the Cabinet Shop Department area had strain relief damage, exposing employees to an electrical hazard.

Date By Which Violation Must be Abated:
Proposed Penalty:

Quick Fix
\$6,913.00

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: 1701669
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.157(c)(1): Portable fire extinguishers were not mounted, located and identified so that they were readily accessible without subjecting the employees to injuries:

On or about October 5, 2023, and at times prior thereto, the fire extinguisher in the cabinet department area of the establishment was not mounted, located and identified, exposing employees to a fire hazard.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$0.00

A handwritten signature in blue ink that reads "Monica Camacho".

Monica Camacho
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration
1033 La Posada
Suite 375
Austin, TX 78752



INVOICE / DEBT COLLECTION NOTICE

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741
Issuance Date: 04/02/2024

Summary of Penalties for Inspection Number: 1701669

Citation 1 Item 1, Serious	\$11,524.00
Citation 1 Item 2, Serious	\$6,913.00
Citation 1 Item 3a, Serious	\$13,828.00
Citation 1 Item 3b, Serious	\$0.00
Citation 1 Item 4, Serious	\$11,754.00
Citation 1 Item 5, Serious	\$16,131.00
Citation 1 Item 6, Serious	\$13,828.00
Citation 1 Item 7, Serious	\$6,913.00
Citation 1 Item 8, Serious	\$13,828.00
Citation 1 Item 9, Serious	\$13,828.00
Citation 1 Item 10, Serious	\$5,876.00
Citation 1 Item 11, Serious	\$6,913.00
Citation 1 Item 12, Serious	\$6,913.00
Citation 1 Item 13, Serious	\$6,913.00
Citation 2 Item 1, Other-than-Serious	\$0.00

TOTAL PROPOSED PENALTIES: **\$135,162.00**

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



Monica Camacho

Area Director

April 2, 2024

Date

U.S. Department of Labor Occupational Safety and Health Administration
1033 La Posada
Suite 375
Austin, TX 78752



04/02/2024

Cavco Industries Inc., dba Palm Harbor Homes
and its successors
830 South Highway 183
Austin, TX 78741

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 (512) 374-0271.

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

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

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

A handwritten signature in blue ink that reads "Mark Marvick". The signature is written in a cursive style with a long horizontal stroke at the end.

for

Monica Camacho

Area Director

Enclosures

U.S. Department of Labor

Occupational Safety and Health Administration
1033 La Posada
Suite 375
Austin, TX 78752



Citation and Notification of Penalty

To:
Cavco Industries Inc., dba Palm Harbor Homes
and its successors
830 South Highway 183
Austin, TX 78741

Inspection Number: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024

Inspection Site:
830 South Highway 183
Austin, TX 78741

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 (512) 374-0271. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

Employer Discrimination Unlawful – The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that

he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Notice to Employees – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 04/02/2024. The conference will be held by telephone or at the OSHA office located at 1033 La Posada, Suite 375, Austin, TX 78752 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1718779

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741
Issuance Date: 04/02/2024

List the specific method of correction for each item on this citation in this package that does not read “Corrected During Inspection” and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 1033 La Posada, Suite 375, Austin, TX 78752.**

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

Citation Number 1 and Item Number 2 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 3 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 4 was corrected on _____
By (Method of Abatement): _____

Citation Number 1 and Item Number 5 was corrected on _____
By (Method of Abatement): _____

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

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

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

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

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

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

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

Citation Number 2 and Item Number 1 was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review.

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

Inspection Number: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 1 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:

On or about October 5, 2023, and at times prior thereto, employees were applying polyurethane foam adhesive product to lumber framing in the utility area without eye or face protection, exposing employees to chemical hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.134(c)(2)(i): The employer did not determine if the voluntary use of a respirator did not in itself create a hazard.

On or about October 5, 2023, and at times prior thereto, an employee voluntarily used a full-face, tight-fitting elastomeric respirator in the chassis shop without determining if a hazard was created, exposing the employee to cardiopulmonary physiological hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.134(d)(1)(iii): The employer did not identify and evaluate the respiratory hazard(s) in the workplace; including a reasonable estimate of employee exposures to respiratory hazards and identification of the contaminant's chemical state and physical form. Where the employer cannot identify or reasonably estimate the employee exposure, the employer shall consider the atmosphere to be IDLH.

On or about October 5, 2023, and at times prior thereto, the employer did not assess the respiratory hazards in the utility area during the application of an adhesive product mixture with chemical products such as, but not limited to, Dow Voramer ME 3044 Isocyanate and Dow Voramer MB 3099 Polyol, exposing employees to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.134(d)(3)(iii)(B)(2): The employer did not implement a change schedule for respirators not equipped with an End of Service Life Indicator that would ensure cartridges were changed before the end of their service life. Note: The employer may provide an air-purifying respirator provided the respirator is equipped with end-of-service-life indicators or a change schedule has been developed. Otherwise, the employer must provide an atmosphere-supplying respirator.

On or about October 5, 2023, and at times prior thereto, the employer did not implement a change schedule for respirators used in the chassis/frame shop during spray painting, exposing employees to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 5 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 fit tested or required to use the respirator in the workplace:

On or about October 5, 2023, and at times prior thereto, the employer had not provided a medical evaluation to employees wearing a full face, tight-fitting elastomeric respirator with organic vapor cartridges for spray painting in the chassis shop, exposing employees to cardiopulmonary physiological hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$11,524.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.134(h)(2)(i): Respirators were not stored to protect them from damage, contamination, dust, sunlight, extreme temperatures, excessive moisture, and damaging chemicals or were not packed or stored to prevent deformation of the facepiece and exhalation valve:

On or about October 5, 2023, and at times prior thereto, the employee's respirator used for spray painting in the chassis shop was stored openly and exposed to overspray, exposing the employee to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.138(a): The employer did not select and require employee(s) 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.

On or about October 5, 2023, and at times prior thereto, the employer did not require employees to use chemically resistant gloves when applying polyurethane foam adhesive product to lumber framing in the utility area, exposing employees to chemical hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.151(c): Where employees were exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body were not provided within the work area for immediate emergency use:

On or about October 5, 2023, and at times prior thereto, employees applying corrosive polyurethane foam adhesive product mixture to lumber framing in the Utility area were exposed to a corrosive chemical hazard such as but not limited to:

- a) An eyewash was not readily available within the required distance for corrosive chemical exposure.
- b) A safety shower was not provided in the Utility area.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$9,218.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.1053(d)(1): The employer did not assess the exposure of each employee who was or may reasonably be expected to be exposed to respirable crystalline silica at or above the action level in accordance with either the performance option in paragraph (d)(2) or the scheduled monitoring option in paragraph (d)(3) of this section:

On or about October 5, 2023, and at times prior thereto, the employer had not assessed the exposure of each employee who may be exposed to respirable crystalline silica at or above the action level by cutting tile in Building 07 of the establishment, exposing employees to a respirable crystalline silica hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$11,524.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.1200(f)(6)(ii): Except as provided in 29 CFR 1910.1200(f)(7) and 29 CFR 1910.1200(f)(8), the employer did not ensure that each container of hazardous chemicals in the workplace was labeled, tagged or marked with the product identifier and words, pictures, symbols, or combination thereof, which provide at least general information regarding the hazards of the chemicals and which, in conjunction with the other information immediately available to employees under the hazard communication program, would provide employees with the specific information regarding the physical and health hazards of the hazardous chemical.

On or about October 5, 2023, and at times prior thereto, the employer did not ensure that a bottle containing WD-40 in Building 05 was labeled with the required information, exposing employees to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$6,913.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

29 CFR 1910.1200(g)(8): The employer did not ensure that Safety Data Sheets were readily accessible during each work shift to employees when they were in their work area(s):

On or about October 5, 2023, and at times prior thereto, the employer did not ensure Safety Data Sheets were readily accessible to employees performing spray painting using chemical products such as, but not limited to, Dow Voramer ME 3044 Isocyanate, Dow Voramer MB 3099 Polyol, and SonoCoat CT, 9M400 - 35M, exposing employees to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

Citation 1 Item 12 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:

On or about October 5, 2023, and at times prior thereto, the employer did not provide hazard communication training for employees performing spray painting while using chemical products such as, but not limited to, Dow Voramer ME 3044 Isocyanate, Dow Voramer MB 3099 Polyol, and SonoCoat CT, 9M400 - 35M, exposing employees to a chemical hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$13,828.00

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: 1718779
Inspection Date(s): 10/05/2023 - 01/10/2024
Issuance Date: 04/02/2024



Citation and Notification of Penalty

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741

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

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

On or about October 5, 2023, and at times prior thereto, the employer had not provided the basic advisory information on respirators found in Appendix D to the employee wearing a respirator for spray finishing in the chassis shop, exposing employees to chemical hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

April 26, 2024
\$1,294.00

A handwritten signature in blue ink that reads "Monica Camacho".

Monica Camacho
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
 Occupational Safety and Health Administration
 1033 La Posada
 Suite 375
 Austin, TX 78752



**INVOICE /
 DEBT COLLECTION NOTICE**

Company Name: Cavco Industries Inc., dba Palm Harbor Homes
Inspection Site: 830 South Highway 183, Austin, TX 78741
Issuance Date: 04/02/2024

Summary of Penalties for Inspection Number: 1718779

Citation 1 Item 1, Serious	\$6,913.00
Citation 1 Item 2, Serious	\$13,828.00
Citation 1 Item 3, Serious	\$6,913.00
Citation 1 Item 4, Serious	\$13,828.00
Citation 1 Item 5, Serious	\$11,524.00
Citation 1 Item 6, Serious	\$13,828.00
Citation 1 Item 7, Serious	\$13,828.00
Citation 1 Item 8, Serious	\$9,218.00
Citation 1 Item 9, Serious	\$11,524.00
Citation 1 Item 10, Serious	\$6,913.00
Citation 1 Item 11, Serious	\$13,828.00
Citation 1 Item 12, Serious	\$13,828.00
Citation 2 Item 1, Other-than-Serious	\$1,294.00

TOTAL PROPOSED PENALTIES: \$137,267.00

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



Monica Camacho
Area Director

April 2, 2024

Date