

U.S. Department of Labor
Occupational Safety and Health Administration
310 W. Wisconsin Avenue
Room 1180
Milwaukee, WI 53203



Citation and Notification of Penalty

To:
Xylem, Inc.
and its successors
N27 W23293 Roundy's Dr.
Pewaukee, WI 53072

Inspection Number: 1500806
Inspection Date(s): 11/04/2020- 4/14/2021
Issuance Date: 04/20/2021

Inspection Site:
N27 W23293 Roundy's Dr.
Pewaukee, WI 53072

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 (414) 297-3315. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

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

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

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

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

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

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

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

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

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

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

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

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

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



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 04/20/2021. The conference will be held by telephone or at the OSHA office located at 310 W. Wisconsin Avenue Room 1180, Milwaukee, WI 53203 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1500806

Company Name: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072
Issuance Date: 04/20/2021

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, 310 W. Wisconsin Avenue Room 1180, Milwaukee, WI 53203.**

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

Citation 1 Item 1 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):

- (a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure fall protection was regularly implemented for employees who work near the perimeter of the water test pit. In addition to water, employees work near or over equipment including, but not limited to, parallels, support I-beams, pumps, and pipes without the use of fall protection, thereby exposing workers fall hazards.
- (b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure fall protection was regularly implemented for employees who work near the perimeter of the water test pit. In addition to water, employees work near or over equipment including, but not limited to, parallels, support I-beams, pumps, and pipes without the use of fall protection, thereby exposing workers fall hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$9,753.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(d)(3): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not develop and implement the means, procedures, and practices necessary for safe permit space entry operations:

- (a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry procedures and practices were completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

- (b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry procedures and practices were completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

- (c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry procedures and practices were completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$13,653.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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 1910.146(d)(4)(vii): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not provide at no cost to employees equipment, such as ladders, needed for safe ingress and egress by authorized entrants:

- (a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure a means of access such as ladders, was utilized for workers who enter and exit the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards.

- (b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure a means of access, such as ladders, was utilized for workers who enter and exit the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$13,653.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.22(c):The employer did not provide, and ensure each employee used, a safe means of access and egress to and from walking-working surfaces:

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure a means of access was utilized for workers who enter and exit the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure a means of access was utilized for workers who enter and exit the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(d)(4)(viii): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not provide, at no cost to the employees, rescue and emergency equipment needed to comply with 29 CFR 1910.146(d)(9):

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure rescue and emergency equipment needed to comply with 29 CFR 1910.146(d)(9) was provided for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure rescue and emergency equipment needed to comply with 29 CFR 1910.146(d)(9) was provided for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure rescue and emergency equipment needed to comply with 29 CFR 1910.146(d)(9) was provided for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$13,653.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(d)(6): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not provide at least one attendant outside the permit space into which entry was authorized for the duration of entry operations:

- (a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure an attendant was provided for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.
- (b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure an attendant was provided for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.
- (c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure an attendant was provided for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$13,653.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(d)(8): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not designate the persons who were to have active roles in entry operations and identify the duties of each such employee:

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure persons were designated with active roles in entry operations and duties of each employee. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure persons were designated with active roles in entry operations and duties of each employee. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure persons were designated with active roles in entry operations and duties of each employee. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$13,653.00



Citation and Notification of Penalty

Company Name: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(d)(9): The employer did not develop and implement procedures for summoning rescue and emergency services, for rescuing entrants from permit spaces, for providing necessary emergency services to rescued employees, and/or for preventing unauthorized entry.

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure procedures for summoning rescue and emergency services, rescuing entrants from permit spaces, providing necessary emergency services to rescued employees, and preventing unauthorized entry was implemented for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure procedures for summoning rescue and emergency services, rescuing entrants from permit spaces, providing necessary emergency services to rescued employees, and preventing unauthorized entry was implemented for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure procedures for summoning rescue and emergency services, rescuing entrants from permit spaces, providing necessary emergency services to rescued employees, and preventing unauthorized entry was implemented for employees engaged in work operations while in the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: May 14, 2021
Proposed Penalty: \$13,653.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.146(e)(1): Before entry was authorized, the employer did not document the completion of measures required by 29 CFR 1910.146(d)(3) by preparing an entry permit:

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry permit documentation was completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry permit documentation was completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

(c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure entry permit documentation was completed for permit-required confined space for workers who enter the water test pit. Workers enter the water test pit to perform work tasks including, but not limited to, taking measurements and assembly and disassembly on pump and piping equipment, thereby exposing workers to fall hazards, struck-by hazards, entanglement hazards, and engulfment hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$5,851.00

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: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072

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

29 CFR 1910.28(b)(6)(ii): The employer did not ensure that each employee 4 feet (1.2 m) or more above dangerous equipment must be protected from falling by one of the systems listed in 29 CFR 1910.28(b)(6)(ii)(A)-(D).

(a) On or about October 29, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure fall protection equipment was utilized for employees who work over dangerous equipment while inside the water test pit. In addition to water, employees work over equipment including, but not limited to, parallels, support I-beams, pumps, and pipes without the use of fall protection, thereby exposing workers to slip hazards, trip hazards, fall hazards, drowning hazards and entanglement hazards.

(b) On or about October 28, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure fall protection equipment was utilized for employees who work over dangerous equipment while inside the water test pit. In addition to water, employees work over equipment including, but not limited to, parallels, support I-beams, pumps, and pipes without the use of fall protection, thereby exposing workers to slip hazards, trip hazards, fall hazards, drowning hazards and entanglement hazards.

(c) On or about October 26, 2020, at the worksite located at N27 W23293 Roundy's Dr., Pewaukee, WI, the employer did not ensure fall protection equipment was utilized for employees who work over dangerous equipment while inside the water test pit. In addition to water, employees work over equipment including, but not limited to, parallels, support I-beams, pumps, and pipes without the use of fall protection, thereby exposing workers to slip hazards, trip hazards, fall hazards, drowning hazards and entanglement hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

May 14, 2021
\$136,532.00

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

Christine Zortman
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
310 W. Wisconsin Avenue
Room 1180
Milwaukee, WI 53203



**INVOICE /
DEBT COLLECTION NOTICE**

Company Name: Xylem, Inc.
Inspection Site: N27 W23293 Roundy's Dr., Pewaukee, WI 53072
Issuance Date: 04/20/2021

Summary of Penalties for Inspection Number: 1500806

Citation 1 Item 1, Serious	\$9,753.00
Citation 1 Item 2, Serious	\$13,653.00
Citation 1 Item 3a, Serious	\$13,653.00
Citation 1 Item 3b, Serious	\$0.00
Citation 1 Item 4, Serious	\$13,653.00
Citation 1 Item 5, Serious	\$13,653.00
Citation 1 Item 6, Serious	\$13,653.00
Citation 1 Item 7, Serious	\$13,653.00
Citation 1 Item 8, Serious	\$5,851.00
Citation 2 Item 1, Willful - Serious	\$136,532.00

TOTAL PROPOSED PENALTIES: \$234,054.00

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.

Christine Zortman

Area Director

Date