



Citation and Notification of Penalty

Company Name: U.S. POSTAL SERVICE
Inspection Site: 20 FOREST STREET, Medford, MA 02155

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

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to excessive heat while delivering the U.S. mail. Such exposure(s) may lead to serious and life-threatening heat-related illnesses such as heat stroke or heat exhaustion:

On or about July 5, 2013, at job sites located on mail routes in and around Medford, Massachusetts, the United States Postal Service exposed employees walking their mail routes to the recognized hazard of working in excessive heat. With the afternoon temperatures reaching 94 degrees, the humidity up to 46%, the heat index in excess of 100 degrees, and the area under a Heat Advisory from the National Weather Service, a letter carrier collapsed after walking his route for approximately 5 hours between noon and 5 p.m. with a mail bag weighing up to 35 pounds. He was taken to the hospital where his core body temperature was reported to be 110 degrees. He died on July 6, 2013. According to the Commonwealth of Massachusetts Medical Examiner's Office, the cause of death was heat stroke.

Feasible and acceptable methods to abate this hazard include, but are not limited to:

1. Implementing adequately a heat stress management program tailored to the particulars of the employer's work, with measures to address the recognized hazard of exposure to excessive heat, and which prepares employees to recognize, prevent, respond to and report heat-related illness symptoms. Such program may include the following:
 - a. Reminding employees to take their breaks in the shade or in a cool, climate-controlled area.
 - b. Providing procedures to be followed for heat-related emergency situations and procedures for first aid to be administered immediately to employees in those situations.
 - c. Establishing work rules that instruct employees to report to management heat stress symptoms and seek assistance and evaluation when experiencing them.
 - d. Training managers and supervisors in the proper initial response to employees reporting heat-related illness symptoms, which may include: instructing them to stop work, drink water, rest, get to a shady and cool place and to call 911.
 - e. Requiring trained managers or supervisors to go into the field to conduct in-person evaluations of

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



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- employees complaining of heat-related illness symptoms, and arrange for medical attention or other assistance as necessary.
- f. Going into the field to check on employees when National Weather Service heat advisories are in effect.
 - g. Training managers, supervisors, and employees in the measures to take to prevent heat-related illnesses, how to recognize in themselves and others the signs and symptoms of heat-related illnesses, and the procedures to follow when they or others are experiencing heat-related illnesses. Such training could be conducted annually in advance of the hot weather season and throughout the season when excessive heat is predicted. All managers, supervisors, and employees could be required to confirm their receipt and understanding of the training and records of said training could be maintained.
 - h. Establishing a protocol to ensure that managers and supervisors are communicating to employees USPS-disseminated heat stress information, including safety talks, fully and in a timely manner.

Abatement is required for this item.

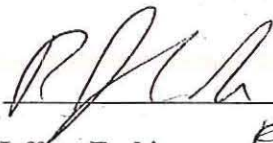
ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

01/23/2014

Proposed Penalty:

\$7000.00



Jeffrey Erskine *For*
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
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Andover, MA 01810
Phone: 978-837-4460 Fax: 978-837-4455



INVOICE / DEBT COLLECTION NOTICE

Company Name: U.S. POSTAL SERVICE
Inspection Site: 20 FOREST STREET, Medford, MA 02155
Issuance Date: 12/04/2013

Summary of Penalties for Inspection Number	917092
Citation 1, Serious	\$7000.00
TOTAL PROPOSED PENALTIES	\$7000.00

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 on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. 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 \$50,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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


If 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 2 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.



Jeffrey Erskine For
Area Director

12-4-13

Date