



**Citation and Notification of Penalty**

**Company Name:** United States Postal Service  
**Inspection Site:** 2400 McCullough, San Antonio, TX 78212

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: The employer did not furnish employment and a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees from exposure to excessive heat:

On or about June 13, 2016, at job sites along mail routes for the Laurel Heights Station, employees were exposed to the hazard of excessive heat while walking and hand-delivering mail in an outdoor environment.

Among other methods, feasible and acceptable means to correct this hazard include, but are not limited to, the following:

1. Acclimatize new employees by gradually increasing their exposure to heat or to hot environment. This is also applicable for employees returning from absent periods of three or more days. Gradually increase workers time in hot conditions over 7 to 14 days.
2. For new workers, the work schedule should be no more than 20% of the usual duration of work in the heat on Day 1 and no more than 20% increase on each additional day.
3. Develop a work/rest cycle based on validated measures of heat stress, such as a heat index or wet-bulb globe temperature index.
4. Reduce the metabolic demands of the job. Provide other means of carrying and transporting heavy mail loads aside from satchels for letter carriers to relieve physiological burden during the hot summer months.
5. During the summer months where excessive heat conditions may contribute to employee safety and health issues, begin mail delivery routes earlier in the work day to aid in the completion of outdoor work prior to the hottest hours of the day.
6. Provide for a cool and shaded rest area.
7. Limit time in the heat and/or increase recovery time spent in a cool environment.

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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8. Provide cooled air, cooled fluid or ice cooled conditioned clothing, such as ice vests or neck towels that can maintain the body's core temperature to below 98 degrees Fahrenheit.
9. Assign a supervisor or other personnel to closely monitor employees for adequate hydration and work-rest cycles.
10. Provide training for employees prior to the arrival of excessively hot weather conditions regarding the health effects associated with heat stress, symptoms of heat induced illnesses, and the prevention of such illness.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	09/22/2016
Proposed Penalty:	\$8730.00

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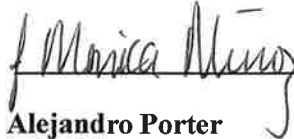
Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1910.141(b)(1)(i): Potable water was not provided in all places of employment for drinking:

On or about June 17, 2016, and times prior thereto, at job sites along mail routes for the Laurel Heights Station, the employer did not provide drinking water for employees who deliver mail in excessive heat conditions.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 09/22/2016  
Proposed Penalty: \$8730.00

  
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**Alejandro Porter**  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
Fountainhead Tower  
8200 W. Interstate 10, Suite 605  
San Antonio, TX 78230  
Phone: 210-472-5040 Fax: 210-472-5045



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** United States Postal Service  
**Inspection Site:** 2400 McCullough, San Antonio, TX 78212  
**Issuance Date:** 09/07/2016

<b>Summary of Penalties for Inspection Number</b>	<b>1155807</b>
<b>Citation 1, Serious</b>	<b>\$17460.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$17460.00</b>

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To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on [www.pay.gov](http://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 \$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 2 times.