

U.S. Department of Labor

Occupational Safety and Health Administration
10810 Executive Center Drive
Danville Building, Suite 206
Little Rock, AR 72211
(501) 224-1841
Fax (501) 224-4431
Reply to the Attention:
Carlos M. Reynolds



October 14, 2016

Gary Sledd
NATIONAL ASSOCIATION OF LETTER CARRIERS
P.O. Box 295
Benton, AR 72018

Reference: **U.S. POSTAL SERVICE Inspection No. 1162245**

Dear Sir:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. If you have any questions about the citations and penalties, I would welcome further discussion in person or by telephone.

If the Employer requests an informal conference, you will be given the opportunity to participate at the informal conference, you may present any evidence or views which you believe should be considered in the settlement of this case. We will need a letter from you stating that either you will or will not participate prior to holding the informal conference which you may submit through the Employer or fax directly to us at 501.224.4431. Any settlement that is reached will require your signature as well.

Under the Act employees have a right to contest the abatement dates assigned.

If you desire to have an informal conference to discuss the abatement dates, please keep in mind that a written letter of intent to contest the abatement dates must be submitted to the Area Director within 15 working days (excluding Federal holidays), of receipt of the citation by the Employer. The contest period is not interrupted by an informal conference. Therefore, you must schedule the informal conference for abatement issues early enough in the 15-day period so as to allow time subsequent to the informal conference, should you decide to do so.

Sincerely,

Carlos M. Reynolds, Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
10810 Executive Center Drive
Danville Bldg. 2, Suite 206
Little Rock, AR 72211
Phone: 501-224-1841 Fax: 501-224-2697



Citation and Notification of Penalty

To:
U.S. Postal Service
and its successors
1425 Military Road
Benton, AR 72015

Inspection Number: 1162245
Inspection Date(s): 07/14/2016 - 08/30/2016
Issuance Date: 10/14/2016

Inspection Site:
1425 Military Road
Benton, AR 72015

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. 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 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 \$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.

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



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 10/14/2016. The conference will be held by telephone or at the OSHA office located at 10810 Executive Center Drive, Danville Bldg. 2, Suite 206, Little Rock, AR 72211 on _____ at _____. Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1162245

Company Name: U.S. Postal Service
Inspection Site: 1425 Military Road, Benton, AR 72015
Issuance Date: 10/14/2016

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, 10810 Executive Center Drive, Danville Bldg. 2, Suite 206, Little Rock, AR 72211**

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: U.S. Postal Service
Inspection Site: 1425 Military Road, Benton, AR 72015

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 June 10, 2016, at job sites located on mail routes for the Benton Post Office, in and around Benton, Arkansas, employees were exposed to the hazard of excessive heat while walking and delivering mail in an outdoor environment.

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

1. Implement a heat stress management program with measures to address exposure to excessive heat. Such program may include the following:

Provide for a cool and shaded rest area. Ensure employees take their breaks in the shade or in a cool, climate-controlled area.

Develop a work/rest cycle based on validated measures of heat stress, such as a heat index or wet-bulb globe temperature index.

Limit time in the heat and/or increase recovery time spent in a cool environment.

Develop and implement procedures to be followed for heat-related emergency situations and procedures for first-aid to be administered immediately to employees in those situations. Train managers and supervisors to respond to employees reporting heat-related illness symptoms.

Assign a supervisor or other personnel to closely monitor employees for adequate hydration and work-rest cycles.

Provide training for employees prior to the arrival of excessively hot weather conditions

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: U.S. Postal Service
Inspection Site: 1425 Military Road, Benton, AR 72015

regarding the health effects associated with heat stress, symptoms of heat induced illnesses, and the prevention of such illness.

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.

2. Implement procedures for employees to report heat stress symptoms to management.
3. Ensure trained managers or supervisors to go into the field to check on employees when National Weather Service heat advisories are in effect.
4. Training managers, supervisors, and employees in the measures to take to prevent heat-related illnesses, how to recognize 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.
5. Ensure managers and supervisors are communicating to employees USPS-disseminated heat stress information, including safety talks, fully and in a timely manner.
6. 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.
7. 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.

Abatement is required for this item.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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
10810 Executive Center Drive
Danville Bldg. 2, Suite 206
Little Rock, AR 72211
Phone: 501-224-1841 Fax: 501-224-2697



INVOICE / DEBT COLLECTION NOTICE

Company Name: U.S. Postal Service
Inspection Site: 1425 Military Road, Benton, AR 72015
Issuance Date: 10/14/2016

Summary of Penalties for Inspection Number	1162245
Citation 1, Serious	\$12471.00
TOTAL PROPOSED PENALTIES	\$12471.00

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 \$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.

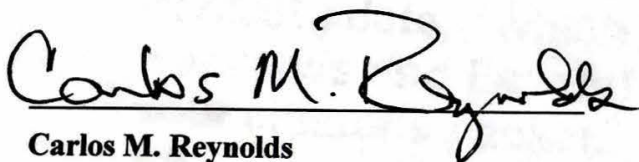
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 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.

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.



Carlos M. Reynolds

Area Director

10-14-16

Date

U.S. Department of Labor

Occupational Safety and Health Administration
10810 Executive Center Drive
Danville Building 2, Suite 206
Little Rock, AR 72211
(501) 224-1841
Fax (501) 224-4431
Reply to the Attention:
Carlos M. Reynolds



HOW TO REQUEST AN INFORMAL CONFERENCE

One of the options extended to you in your citation packet is the right to request a meeting for an informal conference concerning the citations issued to your company. This conference must be scheduled and held prior to your contest date, which is 15 working days, excluding weekends and Federal holidays, from the date of receipt of your citations packet.

To request an informal conference please call our office at (501) 224-1841, Monday through Friday between 8:00 a.m. and 4:15 p.m. At this time because of mail delays and other issues we will accept your request for the informal by telephone only.

If you have any other questions, please do not hesitate to contact us at the above number.