

## **SETTLEMENT AGREEMENT**

The Commissioner of Labor (here in after referred to as "Commissioner") and the L-Bolt Roofing & Construction Co, herein after referred to as "Employer") hereby agree as follows:

The Commissioner amends the Safety Order(s) and Notification(s) of Penalty, IOSHA Inspection No. 317054922 issued to the Employer on January 23, 2014 in the following manner.

SAFETY ORDER 01:

Item 1: Upheld; penalty reduced to \$ 2,100.00, *abatement has been modified until February 23, 2014.*

Item 2: Upheld; penalty reduced to \$ 2,100.00, *abatement has been modified until February 23, 2014.*

Item 3 b: Upheld; penalty reduced to \$ 2,100.00, *abatement has been modified until February 23, 2014.*

Item 3a: **DELETE**; penalty reduced to \$ 0.00.

Item 4b: Upheld; penalty reduced to \$ 2,100.00.

Item 4a: **DELETE**; penalty reduced to \$ 0.00.

Item 5: Upheld; penalty reduced to \$ 2,100.00.

Respondent understands that a request must be made in writing to IOSHA for a Petition for Modification of Abatement prior to the above abatement date if abatement cannot be met by the respective dates and an extension is required.

*In exchange, The Employer agrees:*

1. *Provide Electrical and Ladder safety training to all four (4) employees and two (2) Supervisors along with Competent Person training within thirty days of signed agreement.*
2. *Tweak Safety and Health programs to show updates in work rules in Electrical and Ladder safety. (employer shall provide me with copies of all updates for my review)*
3. *The Employer shall provided an agenda and the class sign in sheet to IDOL upon completion of the training.*
4. *The Employer agrees to a **PAYMENT PLAN**: twelve (12) payment installations at \$ 875.00, 1<sup>st</sup> Feb 12, 2014, 2<sup>nd</sup> March 12, 2014, 3<sup>rd</sup> April 12,*

2014, 4<sup>th</sup> May 12, 2014, 5<sup>th</sup> June 12, 2014, 6<sup>th</sup> July 12, 2014, 7<sup>th</sup> Aug 12, 2014, 8<sup>th</sup> Sept 12, 2014, 9<sup>th</sup> Oct 12, 2014, 10<sup>th</sup> Nov 12, 2014, 11<sup>th</sup> Dec 12, 2014, 12<sup>th</sup> Jan 12, 2015.

Except for the above specified amendments all other provisions of Safety Order Number 317054922 are retained intact.

**The TOTAL AGREED PENALTY is \$ 10,500.00**

THE EMPLOYER IS SATISFIED WITH THE AMENDMENTS STATED ABOVE AND ACCORDINGLY WAIVES ITS RIGHT TO FILE A NOTICE OF CONTEST OF THE SAFETY ORDER(S) AND NOTIFICATION(S) OF PENALTY AS AMENDED AND AGREES TO WITHDRAW ANY PREVIOUSLY FILED NOTICES OF CONTEST IN THIS MATTER.

Upon full execution of this Settlement Agreement the Employer will post this Agreement for three (3) working days or until abatement is completed, whichever period is longer.

The total AGREED PENALTY is due and payable on within fifteen (15) working days from the Employer's execution of this Agreement. The Employer further agrees that if the AGREED PENALTY is not paid within fifteen working days from the Employer's execution of this Agreement, that the full amount of the penalty initially assessed against the Employer in the Safety Order(s) and Notification(s) of Penalty which are the subject of this Agreement is due and payable immediately.

The Safety Order(s) and Notification(s) of Penalty are, and shall be, herein a final and enforceable Order of the Board of Safety Review.

Except for this agreement, and matters arising out of this agreement and any other subsequent IOSHA proceedings between the parties, none of the foregoing agreements, statements, findings, and actions taken by Employer shall be deemed an admission by Employer of the allegations contained within the Safety Order(s) and Notification(s) of Penalty. The agreements, statements, findings and actions taken herein are made in order to compromise and settle this matter economically and amicably, and they shall not be used for any other purpose, except as herein stated.

**L-Bolt Roofing & Construction Co**

**COMMISSIONER OF LABOR**

By: [Signature]

By: [Signature]

Title: OWNER

Title: [Signature]

Date: 1-27-2014

Date: 1/27/2014

Crew member  
↓  
Brent Calder  
BRENT CALDER

Michael Cox  
Safety Manager  
1-27-2014.

Indiana Department of Labor  
Indiana Occupational Safety and Health Administration  
402 West Washington Street  
Room W195  
Indianapolis, IN 46204-2751  
Phone: 317/232-1979 Fax: 317/233-8509



*Certified mail # 917190 0005272000313956 11-25-13 JB*

## Safety Order and Notification of Penalty

**To:**

L-Bolt Construction, Inc.,  
and its successors  
5900 Oak Grove Rd.  
Attn: Tracy Driesbach  
Evansville, IN 47715

**Inspection Number:** 317054922  
**Inspection Date(s):** 08/05/2013 - 11/06/2013  
**Issuance Date:** 11/25/2013

**Inspection Site:**

2515 East Chandler Ave.  
Residential House  
Evansville, IN 47714

*The violation(s) described in this Safety Order 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.*

An inspection of your place of employment has revealed conditions which we believe do not comply with the provisions of the Indiana Occupational Safety and Health Act (Indiana Code Chapter 22-8-1.1) or the standards or rules adopted thereunder. Accordingly, enclosed please find safety order(s) and notification(s) of penalty describing such violation(s) with references to applicable standards, rules, or provisions of the statute and stating the amount of any penalty(ies).

**Informal Conference** - Please be advised that it may be possible to informally settle any potential dispute without initiating the more elaborate proceedings brought on by a petition for review. Prior to filing a petition for review, you may request an informal conference concerning any of the results of the inspection (safety orders, penalties, abatement dates, etc.) by contacting the Indiana Department of Labor/IOSHA, preferably by telephone, in a prompt manner. Please be advised that a request for an informal conference cannot extend the fifteen working day period for filing a petition for review. Informal conferences frequently resolve any possible disputes, and therefore you are urged to take advantage of this opportunity. Because of the limited time period and in order to facilitate scheduling, any requests for an informal conference should be made promptly upon your receipt of the safety order(s) and notification(s) of penalty.

**Right to Contest** - You are hereby also notified that you are entitled to seek administrative review of the safety order(s), penalty(ies), or both by filing a written petition for review at the above address postmarked within

fifteen working days of your receipt of the safety order(s) and notification(s) of penalty. ("Working days" means Mondays through Fridays, but does not include Saturdays, Sundays, legal holidays under a state statute or days on which the Indiana Department of Labor's offices are closed during regular business hours). If you do not file such a petition for review (contest), the safety order(s) and penalty(ies) shall be deemed final orders of the Board of Safety Review and not subject to review by any court or agency. The issuance of a safety order does not constitute a finding that a violation has occurred unless no petition for review is filed, or if a petition for review (contest) is filed, it must contain a statement of its basis and should reference the above inspection number. Upon receipt of your petition for review, we will affirm, amend or dismiss the safety order(s) and notification(s) of penalty. If we affirm, your petition for review will be granted (unless it was not timely) and the dispute will be certified by the Board of Safety Review for further proceedings. The Board of Safety Review is an independent agency appointed by the governor with authority to conduct hearings and to issue decisions concerning disputed safety order(s) and notification(s) of penalty. If we amend the safety order(s) or notification(s) of penalty, your petition for review shall be deemed moot. However, you will then be given an opportunity to file a petition for review concerning the amended safety order(s) and notification(s) of penalty.

Please be advised that an employee or representative of employees may file a petition for review to contest the reasonableness of the time stated in the safety order(s) for the abatement of any violation.

**Posting** - Upon receipt of any safety order(s) you are required to post such safety order(s), or a copy thereof, unedited, at or near each place an alleged violation referred to in the safety order(s) occurred. However, if your operations are such that it is not practicable to post the safety order(s) at or near each place of alleged violation, such safety order(s) shall be posted, unedited, in a prominent place where it will be readily observable by all affected employees. For example, if you are engaged in activities which are physically dispersed, the safety order(s) may be posted at the location from which the employees operate to carry out their activities. You must take steps to ensure that the safety order is not altered, defaced, or covered by other material. Posting shall be until the violation is abated, or for three working days, whichever is longer.

**Penalties** - Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Abatement does not constitute payment of penalties.

**Abatement** - The conditions cited in the safety order(s) must be corrected (abated) on or before the date shown for each item on the safety order(s) and notification(s) of penalty unless:

(1) You file a petition for review concerning the violation, in which case the full abatement period shall commence from the issuance of a final decision by the Board of Safety Review or the courts which requires compliance with the safety order; or

(2) The abatement period is extended by the granting of a petition for modification of abatement date.

**PMAs** - The petition for modification of abatement date is a manner in which you may seek additional time to correct (abate) a violation without having to file a petition for review concerning the safety order, or after the expiration of the time period to file such a petition for review when it becomes apparent that you need extra time to abate the violation. A petition for modification of abatement date shall be in writing and shall include the

following information:

- (1) All steps you have taken, and the dates of such actions, in an effort to achieve compliance during the prescribed abatement period.
- (2) The specific additional abatement time necessary in order to achieve compliance.
- (3) The reasons such additional time is necessary, including the unavailability of professional or technical personnel or of materials and equipment, or because necessary construction or alteration of facilities cannot be completed by the original abatement date.
- (4) All available interim steps being taken to safeguard employees against the cited hazard during the abatement period.
- (5) A certification that a copy of the petition has been posted, and if appropriate, served on the authorized representative of affected employees, and a certification of the date upon which such posting and service was made.

A petition for modification of abatement date shall be filed with the Indiana Department of Labor/IOSHA no later than the close of the next working day following the date on which abatement was originally required. A later-filed petition shall be accompanied by the employer's statement of exceptional circumstances explaining the delay. A copy of such petition shall be posted in a conspicuous place where all affected employees will have notice thereof or near such location where the violation occurred. The petition shall remain posted until the time period for the filing of a petition for review of the Commissioner's granting or denying the petition expires. Where affected employees are represented by an authorized representative, said representative shall be served a copy of such petition.

**Notification of Corrective Action** - Correction of the alleged violations which have an abatement period of thirty (30) days or less should be reported in writing to us promptly upon correction. A "Letter of Abatement" form and an "Abatement Photographs" worksheet are enclosed for your assistance in providing adequate documentation of abatement. Reports of corrections should show specific corrective action on each alleged violation and the date of such action. On alleged violations with abatement periods of more than thirty (30) days, a written progress report should be submitted, detailing what has been done, what remains to be done, and the time needed to fully abate each such violation. When the alleged violation is fully abated, we should be so advised. Timely correction of an alleged violation does not affect the initial proposed penalty.

**Followup Inspections** - Please be advised that a followup inspection may be made for the purpose of ascertaining that you have posted the safety order(s) and corrected the alleged violations. Failure to correct an alleged violation may result in additional penalties for each day that the violation has not been corrected.

**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 Indiana Department of Labor/IOSHA at the address shown above.

**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 Indiana Department of Labor/IOSHA at the address shown above within fifteen (15) working days (excluding weekends and State holidays) or receipt by the employer of this safety order and penalty.

If you wish additional information, you may direct such requests to us at the address or telephone number stated above.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

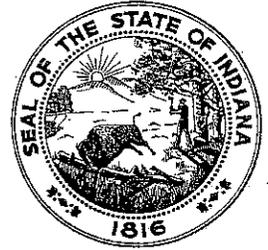
An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 11/25/2013. The conference will be held at the IOSHA office located at 402 West Washington Street, Room W195, Indianapolis, IN 46204 on \_\_\_\_\_ at

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

**Indiana Department of Labor**

Indiana Occupational Safety and Health  
Administration

**Inspection Number:** 317054922  
**Inspection Dates:** 08/05/2013 - 11/06/2013  
**Issuance Date:** 11/25/2013



**Safety Order and Notification of Penalty**

**Company Name:** L-Bolt Construction, Inc.  
**Inspection Site:** 2515 East Chandler Ave., Residential House, Evansville, IN 47714

**Safety Order 1 Item 1 Type of Violation: **Serious****

29 CFR 1926.20(b)(1): The employer did not initiate and maintain programs as necessary to comply with this part:

Job site ----- On or about August 2, 2013, the employer's accident prevention safety program was not effective and/or enforced in the areas of electrical systems, as it relates to overhead installations, proper ladder usage for work assigned, as it relates to ladder type, as evidenced by the number and/or type of hazards observed during the inspection.

**Date By Which Violation Must be Abated:** 01/14/2014  
**Proposed Penalty:** \$2,100.00

**Safety Order 1 Item 2 Type of Violation: **Serious****

29 CFR 1926.20(b)(2): Inspections of the job site, materials, and equipment were not made by a competent person designated by the employer:

Job site ----- On or about August 2, 2013, the employer's competent persons on the job site, failed to identify existing and predictable hazards and/or take the necessary measures to correct hazards where employees were exposed to overhead electrical hazards, using an insufficient ladder, and who were exposed to other hazards.

**Date By Which Violation Must be Abated:** 01/14/2014  
**Proposed Penalty:** \$2,100.00

**Indiana Department of Labor**

Indiana Occupational Safety and Health  
Administration

**Inspection Number:** 317054922  
**Inspection Dates:** 08/05/2013 - 11/06/2013  
**Issuance Date:** 11/25/2013



**Safety Order and Notification of Penalty**

**Company Name:** L-Bolt Construction, Inc.  
**Inspection Site:** 2515 East Chandler Ave., Residential House, Evansville, IN 47714

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for illness or injury resulting from an accident.

**Safety Order 1 Item 3a Type of Violation: **Serious****

29 CFR 1926.21(b)(2): The employer did not instruct each employee in the recognition and avoidance of unsafe condition(s) and the regulation(s) applicable to his work environment to control or eliminate any hazard(s) or other exposure to illness or injury:

Job site ---- On or about August 2, 2013, the employee(s) working from an insufficient ladder, without non-conductive siderails, exposed to an overhead electrical service, and other hazards, had not been sufficiently instructed in the regulations applicable to working from ladders, around overhead electrical service, and on recognizing hazards related to such.

**Date By Which Violation Must be Abated:** 01/14/2014  
**Proposed Penalty:** \$2,100.00

**Safety Order 1 Item 3b Type of Violation: **Serious****

29 CFR 1926.1060(b): The employer did not provide retraining as necessary for each employee using ladders and stairways so that the employee maintained the understanding and knowledge acquired through prior training:

Job site ---- On or about August 2, 2013, the employer did not provide retraining as necessary for the employee(s) using a single section of a 20-foot, all-aluminum Louisville extension ladder, to apply shingles to the skirt of a residential roof, approximately 10 feet high, while working in proximity of an overhead electrical service, in proper usage, procedures, and in the regulations to minimize hazards relating to ladders.

**Date By Which Violation Must be Abated:** 01/14/2014

**Indiana Department of Labor**

Indiana Occupational Safety and Health  
Administration

**Inspection Number:** 317054922  
**Inspection Dates:** 08/05/2013 - 11/06/2013  
**Issuance Date:** 11/25/2013



**Safety Order and Notification of Penalty**

**Company Name:** L-Bolt Construction, Inc.  
**Inspection Site:** 2515 East Chandler Ave., Residential House, Evansville, IN 47714

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for illness or injury resulting from an accident.

**Safety Order 1 Item 4a Type of Violation: **Serious****

29 CFR 1926.416(a)(1): Employees were permitted to work in proximity to electric power circuits and were not protected against electric shock by de-energizing and grounding the circuits or effectively guarding the circuits by insulation or other means:

South side of the house ---- On or about August 2, 2013, the employee(s) was not prohibited from working in proximity to any part of a 120/240 volt, overhead electrical power service, that the employee(s) could contact the electrical power service in the course of work and the employee(s) was not protected by de-energizing, and grounding the circuit, insulation, or any other means.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$2,100.00**

**Safety Order 1 Item 4b Type of Violation: **Serious****

29 CFR 1926.416(a)(3): Before work began, the employer did not ascertain by inquiry, direct observation, or by instruments, whether any part of an energized electric power circuit, exposed or concealed, was so located that the performance of the work could bring a person, tool, or machine into physical or electrical contact with an energized electric power circuit:

South side of the house ---- On or about August 2, 2013, before work began, the employer failed to identify by direct observation, or instruments if any part of a 120/240 volt overhead electrical service, was located in a way that a company employee could contact the electrical service while conducting their work assignment, and did not advise the employee(s) of the hazard involved, and protective measures to be taken.

**Date By Which Violation Must be Abated:** **01/14/2014**

**Indiana Department of Labor**

Indiana Occupational Safety and Health  
Administration

Inspection Number: 317054922  
Inspection Dates: 08/05/2013 - 11/06/2013  
Issuance Date: 11/25/2013



**Safety Order and Notification of Penalty**

**Company Name:** L-Bolt Construction, Inc.  
**Inspection Site:** 2515 East Chandler Ave., Residential House, Evansville, IN 47714

**Safety Order 1 Item 5** Type of Violation: **Serious**

29 CFR 1926.1053(b)(12): Ladders used where the employee or the ladder could contact exposed energized electrical equipment did not have nonconductive siderails:

South side of the house ----- On or about August 2, 2013, the employee(s) was not prohibited from using a single section of an all-aluminum, Werner, 20-foot extension ladder, without nonconductive siderails, while working near an energized 120/240 volt overhead electrical service.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$2,100.00**

A handwritten signature in black ink, appearing to read "Jerry W. Dander".

\_\_\_\_\_  
Jerry W. Dander  
Director of Construction Safety Compliance

**Indiana Department of Labor**

Indiana Occupational Safety and Health Administration  
402 West Washington Street  
Room W195  
Indianapolis, IN 46204-2751  
Phone: 317/232-1979 Fax: 317/233-8509



**INVOICE/DEBT COLLECTION NOTICE**

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**Company Name:** L-Bolt Construction, Inc.  
**Inspection Site:** 2515 East Chandler Ave., Residential House, Evansville, IN 47714  
**Issuance Date:** 11/25/2013

**Summary of Penalties for Inspection Number** 317054922

Safety Order 01, Serious	=	\$10,500.00
<u>Total Proposed Penalties</u>		\$10,500.00

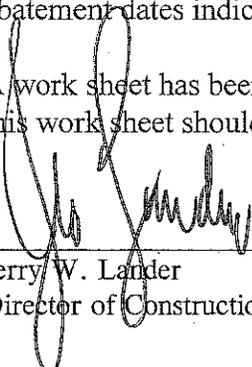
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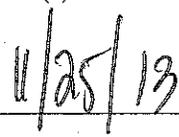
Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

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

Corrective action, taken by you for each alleged violation should be submitted to this office on or about the abatement dates indicated on the Safety Order and Notification of Penalty.

A work sheet has been provided to assist in providing the required abatement information. A completed copy of this work sheet should be posted at the worksite with the safety order(s).

  
\_\_\_\_\_  
Jerry W. Lander  
Director of Construction Safety Compliance

  
\_\_\_\_\_  
Date