

U.S. Department of Labor

Occupational Safety and Health Administration
1310 W. Clairemont Avenue
Eau Claire, WI 54701
Phone: 715-832-9019 Fax: 715-832-1147



Citation and Notification of Penalty

To:

Ashley Furniture Industries, Inc.
One Ashley Way
Arcadia, WI 54612

Inspection Number: 987512

Inspection Date(s): 07/31/2014 - 01/29/2015

Issuance Date: 01/29/2015

Inspection Site:

One Ashley Way
Arcadia, WI 54612

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 \$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 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 01/29/2015. The conference will be held by telephone or at the OSHA office located at 1310 W. Clairemont Avenue, Eau Claire, WI 54701 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 987512

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612
Issuance Date: 01/29/2015

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, 1310 W. Clairemont Avenue, Eau Claire, WI 54701**

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: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: The employer does not furnish employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees in that the reset buttons for perimeter guarding are located in such a manner that they can be reset from within the hazardous area:

- (a) Machine number WS121, Schelling panel saw; reset buttons for production machinery can be reset from within the perimeter guarded area;
- (b) Machine number WS127, Schelling panel saw; reset buttons for production machinery can be reset from within the perimeter guarded area;
- (c) Machine number WS129, Schelling panel saw; reset buttons for production machinery can be reset from within the perimeter guarded area;
- (d) Machine number 2F372, SE7400 edge bander; reset buttons for production machinery can be reset from within the perimeter guarded area; and
- (e) Machine number WB510, Accu-Systems drill & dowel; reset buttons for production machinery can be reset from within the perimeter guarded area.

Among other methods, one feasible and acceptable abatement method to correct this hazard is to follow the ANSI B11.19-2010, American National Standard for Machines, Performance Criteria for Safeguarding, APPROVED: 11 OCTOBER 2010.

Locate the manual reset device outside of the safeguarded area such that the perimeter guarding cannot be reset from within the hazardous area in accordance with the guidelines set forth in ANSI B11.19-2010, American National Standard for Machines article 6.5 3 (b) Perimeter safeguarding.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$5500.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.

Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: The employer does not furnish employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees in that emergency stop buttons are not readily accessible:

- (a) Machine number FV006, foam cutter; the push button estop is housed in a metal frame that requires the machine operator to reach into an opening to activate the emergency stop action; and
- (b) Machine number WR209, Heian ZR-842P CNC router; the push button estop is located upside-down on the underside of the machine housing.
- (c) Machine number WR220, Heian ZR-842P CNC router; the push button estop is located upside-down on the underside of the machine housing.

Among other methods, one feasible and acceptable abatement method to correct this hazard is to follow the National Fire Protection Association (NFPA) 79, Electrical Standard for Industrial Machinery, 2012 Edition.

Stop and Emergency Stop push buttons shall be continuously operable and readily accessible in accordance with the guidelines set forth in NFPA 79, Article 10.7.1 Location and Operation.

Date By Which Violation Must be Abated:

02/27/2015

Proposed Penalty:

\$5500.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

29 CFR 1910.147(c)(4)(ii)(B): The energy control procedures do not clearly and specifically outline the steps for shutting down, isolating, blocking and securing machines or equipment to control hazardous energy:

- (a) Machine number 3H219, gang rip saw; kinetic energy, in the form of spinning blades and/or coasting tooling, is not included in the energy control procedure;
- (b) Machine number WS129, Schelling panel saw; kinetic energy, in the form of spinning blades and/or coasting tooling, is not included in the energy control procedure;
- (c) Machine number WE106, Fletcher edge foiler; kinetic energy, in the form of spinning blades and/or coasting tooling, is not included in the energy control procedure;
- (d) Machine number WS409, up-cut saw; kinetic energy, in the form of spinning blades and/or coasting tooling, is not included in the energy control procedure; and
- (e) Machine number 2F413, T350 miter saw; kinetic energy, in the form of spinning blades and/or coasting tooling, is not included in the energy control procedure.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
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02/27/2015
\$7000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
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Company Name: Ashley Furniture Industries, Inc.
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Citation 1 Item 4 Type of Violation: **Serious**

29 CFR 1910.147(c)(6)(i): The employer does not conduct a periodic inspection of the energy control procedure at least annually to ensure that the procedure and the requirements of this standard are being followed:

- (a) Energy control procedures are not inspected annually.

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02/27/2015
\$5500.00

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Occupational Safety and Health Administration

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Inspection Date(s): 07/31/2014 - 01/29/2015
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Company Name: Ashley Furniture Industries, Inc.
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Citation 1 Item 5 Type of Violation: **Serious**

29 CFR 1910.147(c)(7)(i)(A): Authorized employee(s) do not receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control:

(a) Machine number 3H219, gang rip saw; the operator is not trained as an authorized employee for the control of hazardous energy and is required to apply a lock to the electrical energy source.

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02/20/2015
\$7000.00

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Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
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Company Name: Ashley Furniture Industries, Inc.
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Citation 1 Item 6 Type of Violation: **Serious**

29 CFR 1910.151(c): Where employees are exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body are not provided within the work area for immediate emergency use:

(a) Vicinity of machine number 1A102, Hymmen laminator; adequate drenching facilities are not located in the area where Catalyst UXO-78 is used in the lamination process.

Date By Which Violation Must be Abated:
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02/20/2015
\$5500.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

29 CFR 1910.212(a)(1): One or more methods of machine guarding is not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

- (a) Machine number 2F372, SE7400 edge bander; guide and band application rollers on the back side are not adequately guarded to protect employees from ingoing nip points and rotating parts;
- (b) Machine number SF005, Black Brothers edge printer; application rollers are not adequately guarded to protect employees from ingoing nip points and rotating parts;
- (c) Machine number WE203, Voorwood edge foiler; foil application rollers are not adequately guarded to protect employees from ingoing nip points and rotating parts; and
- (d) Machine number WS001, Eagle wood processor; feed belt and roller are not adequately guarded to protect employees from ingoing nip points and rotating parts.

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02/27/2015
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U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 987512
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Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

29 CFR 1910.212(a)(3)(ii): Point(s) of operation of machinery are not guarded to prevent employee(s) from having any part of their body in the danger zone(s) during the operating cycle(s):

- (a) Machine number UV008, upholstery bag making machine; the hot wire cutter and clamping mechanism of the bag sealer are not guarded; and
- (b) Machine number UC441, clip rail machine; the area where the clip is attached to the wood rail is not guarded.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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Proposed Penalty:

02/27/2015
\$7000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 1 Item 9 Type of Violation: **Serious**

29 CFR 1910.213(r)(4): Suitable guard(s) are not provided to reduce to a minimum the hazard due to the point of operation of woodworking machinery:

- (a) Machine number WS121, Schelling panel saw; plastic guard pieces are missing;
- (b) Machine number WS137, Schelling panel saw; plastic guard pieces are missing;
- (c) Machine number WB509, Koch drill; plastic guard pieces are missing;
- (d) Machine number WR209, Heian ZR-842P CNC router; the operator has access to the router heads during production; and
- (e) Machine number WR220, Heian ZR-842P CNC router; the operator has access to the router heads during production.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
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Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 1 Item 10 Type of Violation: **Serious**

29 CFR 1910.216(c)(1): A safety triprod, cable, or wire center cord is not provided across each pair of in-running rolls extending the length of the face of the rolls, that is readily accessible and operates whether pushed or pulled:

(a) Machine number 1A102, Hymmen laminator; ingoing nip points created by rollers do not have an effective safety cable or wire along the entire length of the face including but not limited to the stainless steel rollers at the mylar application center GKL#1, and the stainless steel lamination roller between stations GKL#1 and KLM.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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02/27/2015
\$7000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 1 Item 11 Type of Violation: **Serious**

29 CFR 1910.219(c)(2)(i): All exposed part(s) of horizontal shafting seven (7) feet or less from floor or working platform are not protected by stationary casing(s) enclosing shafting completely or by trough(s) enclosing sides and top or sides and bottom of shafting:

(a) Machine number WE406, Fletcher edge foiler; a rotating shaft approximately three inches in diameter and three feet long is not effectively guarded.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/20/2015
\$5500.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
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Citation 1 Item 12 Type of Violation: **Serious**

29 CFR 1910.303(b)(1): Electrical equipment is not free from recognized hazards that are likely to cause death or serious physical harm to employees:

(a) Machine number 2F372, SE7400 edge bander; a broken conduit at a 480 volt junction box;

(b) Machine number SF006, Black Brothers adhesive spreader; a damaged electrical cabinet door; and

(c) Machine number WS129, Schelling panel saw; the flexible cord from the foot control station to the machinery is damaged where the cord enters the conduit in the floor.

Date By Which Violation Must be Abated:
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02/20/2015
\$5500.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 1 Item 13 Type of Violation: **Serious**

29 CFR 1910.305(b)(1)(ii): Unused openings in boxes, cabinets, or fittings are not effectively closed:

(a) Machine number 2F372, SE7400 edge bander; two holes no longer being used in the machine housing are open, exposing the inner conductors.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/20/2015
\$5500.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 1 Item 14 Type of Violation: **Serious**

29 CFR 1910.305(g)(2)(iii): Flexible cords are not connected to devices and fittings so that tension cannot be transmitted to joints or terminal screws:

(a) Machine number WS129, Schelling panel saw; the flexible cord to the orange foot control has inadequate strain relief at the connection with the foot control.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/20/2015
\$5500.00

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: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 1 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number 2F492, Fletcher bluffcut foiler; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to cutting head changes and job setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 1 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number 2F492, Fletcher bluffcut foiler; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 2 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number WE105, Fletcher double edge shaper/foiler; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to cutting head changes and job setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

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Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
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Citation 2 Item 2 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE105, Fletcher double edge shaper/foiler; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015



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Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 3 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number WE106, Fletcher edge foiler; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to cutting head changes and job setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

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Company Name: Ashley Furniture Industries, Inc.
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Citation 2 Item 3 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE106, Fletcher edge foiler; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

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Inspection Number: 987512
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Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 4 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number WE108, Fletcher double edge shaper/foiler; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to cutting head changes and job setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 4 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE108, Fletcher double edge shaper/foiler; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to cutting head changes and job setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 5 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number WE302, Fletcher shaper/foiler; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to shaper head changes and job setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to shaper head changes and job setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 5 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE302, Fletcher shaper/foiler; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to shaper head changes and job setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

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

Citation 2 Item 6 a Type of Violation: **Willful**

29 CFR 1910.147(d)(3): All energy isolating devices that are needed to control the energy to the machine or equipment are not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

(a) Machine number WE406, Fletcher shaper; energy isolation devices are not utilized while the machine operators perform servicing tasks including but not limited to sander changes and production setup.

To abate this hazard in the future, the employer must ensure all energy sources are de-energized while machine operators perform servicing including but not limited to sander changes and production setup.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the energy isolation that is being used to ensure compliance, including a description of how the energy isolation protects the machine operators from the energy sources.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.

Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 6 b Type of Violation: **Willful**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE406, Fletcher shaper; lockout or tagout devices are not applied to isolate all energy sources while the machine operators perform servicing tasks including but not limited to sander changes and production setup.

To abate this hazard in the future, the employer must ensure that lockout or tagout devices are applied to isolate all energy sources.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the lockout/tagout procedures that are being used by machine operators to ensure compliance, including a description of how the machine operators are applying lockout/tagout to protect the machine operators from unexpected energization or startup of the machine.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 7 Type of Violation: **Willful**

29 CFR 1910.212(a)(1): One or more methods of machine guarding is not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

(a) Machine number SF006, Black Brothers adhesive spreader; ingoing nip points created by the doctor and application rollers are not guarded.

To abate this hazard in the future, the employer must ensure that appropriate machine guarding is in place on the ingoing nip points.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the machine guarding utilized and a description of how the guarding protects employees from ingoing nip points on the identified piece of equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 8 Type of Violation: **Willful**

29 CFR 1910.212(a)(1): One or more methods of machine guarding is not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

(a) Machine number SF003, Black Brothers adhesive spreader; ingoing nip points created by the doctor and application rollers are not guarded.

To abate this hazard in the future, the employer must ensure that appropriate machine guarding is in place on the ingoing nip points.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the machine guarding utilized and a description of how the guarding protects employees from ingoing nip points on the identified piece of equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 9 Type of Violation: **Willful**

29 CFR 1910.213(i)(1): Nonworking portion(s) of the blade of bandsaw(s) are not enclosed or guarded:

(a) Machine number WS321, band saw; the nonworking portion of the band saw blade, above the material being cut, is not guarded.

To abate this hazard in the future, the employer must ensure that appropriate machine guarding is in place on the unguarded blade(s).

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the machine guarding utilized and a description of how the guarding protects employees from unguarded blade(s) on the identified piece of equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 10 Type of Violation: **Willful**

29 CFR 1910.213(r)(4): Suitable guard(s) were not provided to reduce to a minimum the hazard due to the point of operation of a multi-unit drill:

(a) Machine number 2F242, multi-unit drill; the rotating chucks and drill bits were not guarded.

This item was abated during the inspection when pneumatic board holders and two hand controls were added to this multi-unit drill machine.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 11 Type of Violation: **Willful**

29 CFR 1910.213(r)(4): Suitable guard(s) were not provided to reduce to a minimum the hazard due to the point of operation of a multi-unit drill:

(a) Machine number WB241, multi-unit drill; the rotating chucks and drill bits were not guarded.

This item was abated during the inspection when pneumatic board holders and two hand controls were added to this multi-unit drill machine.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 2 Item 12 Type of Violation: **Willful**

29 CFR 1910.213(r)(4): Suitable guard(s) are not provided to reduce to a minimum the hazard due to the point of operation of CNC routers:

(a) Machine number WR196, Heian 8 head CNC router; rotating router heads are not guarded.

To abate this hazard in the future, the employer must ensure that appropriate machine guarding is in place on rotating router heads.

Pursuant to 29 CFR 1903.19, the employer must submit documents describing the machine guarding utilized and a description of how the guarding protects employees from rotating router heads on the identified piece of equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 1 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number 2F413, T350 miter saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes and stopper adjustments; and

(b) Machine number 3H219, gang rip saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 2 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WE203, Voorwood foiler; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to cutting head changes and job setup; and

(b) Machine number 2F372, SE7400 edge bander; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to tooling head changes, blade changes, job setup and production run adjustments.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

02/27/2015

Proposed Penalty:

\$70000.00

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

Inspection Number: 987512
Inspection Date(s): 07/31/2014 - 01/29/2015
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 3 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

- (a) Machine number SF006, Black Brothers adhesive spreader; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to cleaning or replacing the roller scrapers;
- (b) Machine number SF003, Black Brothers adhesive spreader; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to cleaning or replacing the roller scrapers; and
- (c) Machine number SF005, Black Brothers adhesive spreader; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to cleaning and replacing the rollers.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 4 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WD210, dovetail machine; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to bit changes, setup and air nozzle adjustments; and

(b) Machine number WD213, dovetail machine; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to bit changes, setup and air nozzle adjustments.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 5 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number 2F290, hydraulic press; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to die changes and job setup; and

(b) Machine number 2F291, hydraulic press; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to die changes and job setup.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 6 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

- (a) Machine number 2F242, multi-unit drill; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to bit changes, job setup and adjusting the power heads;
- (b) Machine number WB241, multi-unit drill; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to bit changes, job setup and adjusting the power heads;
- (c) Machine number WB510, Accu-Systems drill & dowel; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to servicing, unjamming, bit changes and job setup; and
- (d) Machine number WB509, Koch CNC drill & dowel; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to bit changes and job setup.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	02/27/2015
Proposed Penalty:	\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 7 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

- (a) Machine number WR196, Heian 8 head CNC router; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to router bit changes and job setup;
- (b) Machine number WR209, Heian ZR-842P CNC router; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to hydro head changes; and
- (c) Machine number WR220, Heian ZR-842P CNC router; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to hydro head changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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

Inspection Number: 987512
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Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 8 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

- (a) Machine number FH006, foam cutter/slitter; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes; and
- (b) Machine number FV006, foam cutter/slitter; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 9 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

- (a) Machine number WS007, Dakota panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to entering the enclosure to clean under and inside the saw housing;
- (b) Machine number WS121, Schelling panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes;
- (c) Machine number WS127, Schelling panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes and cleaning under and around the saw;
- (d) Machine number WS129, Schelling panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes and cleaning under and around the saw;
- (e) Machine number WS134, Schelling panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes; and
- (f) Machine number WS137, Schelling panel saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

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

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Citation and Notification of Penalty

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Inspection Site: One Ashley Way, Arcadia, WI 54612

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Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 10 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WS409, up-cut saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes; and

(b) Machine number WS411, up-cut saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

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Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 11 Type of Violation: **Repeat**

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices are not affixed to each energy isolating device by authorized employees:

(a) Machine number WS001, Eagle wood processor; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes and job setup; and

(b) Machine number WV001, Dakota groove miter saw; lockout or tagout devices are not applied to isolate all energy sources while machine operators perform servicing tasks including but not limited to blade changes.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.147(d)(4)(i), which was contained in OSHA inspection # 313176380, Citation 1, Item 1 issued on March 2, 2010 and was affirmed as a final order on February 7, 2011, with respect to a workplace located at One Ashley Way, Arcadia, WI.

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Citation and Notification of Penalty

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612

Citation 3 Item 12 Type of Violation: **Repeat**

29 CFR 1910.213(r)(4): Suitable guard(s) are not provided to reduce to a minimum the hazard due to the point of operation of dovetail machines:

- (a) Machine number WD210, Tyler Machinery Company dovetail machine; point of operation guarding at the horizontal bit is not adequate, in that, a gap is present of approximately 1/2 inch between the bit guard and the material being cut.

Ashley Furniture Industries, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.213(r)(4), which was contained in OSHA inspection # 956687, Citation 1, Item 1 issued on February 22, 2014 and was affirmed as a final order on March 4, 2014, with respect to a workplace located at One Ashley Way, Arcadia, WI.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

02/27/2015
\$70000.00

A handwritten signature in black ink, appearing to read "Mark Hysell".

Mark Hysell
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
1310 W. Clairemont Avenue
Eau Claire, WI 54701
Phone: 715-832-9019 Fax: 715-832-1147



INVOICE / DEBT COLLECTION NOTICE

Company Name: Ashley Furniture Industries, Inc.
Inspection Site: One Ashley Way, Arcadia, WI 54612
Issuance Date: 01/29/2015

Summary of Penalties for Inspection Number	987512
Citation 1, Serious	\$86,000.00
Citation 2, Willful	\$840,000.00
Citation 3, Repeat	\$840,000.00
TOTAL PROPOSED PENALTIES	\$1,766,000.00

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.

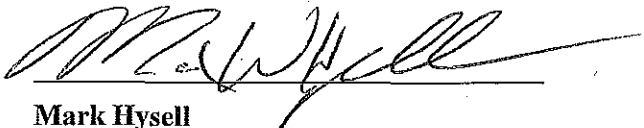
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within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



Mark Hysell
Area Director

01/29/15
Date