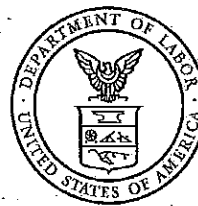


U.S. Department of Labor
Occupational Safety and Health Administration
420 Madison Ave
Suite 600
Toledo, OH 43604
Phone: 419-259-7542 Fax: 419-259-6355



Citation and Notification of Penalty

To:
DLUBAK GLASS COMPANY
and its successors
11567 CO RD 110
Upper Sandusky, OH 43351

Inspection Number: 281754
Inspection Date(s): 03/20/2012 - 03/20/2012
Issuance Date: 09/19/2012

Inspection Site:
625 W. Johnson St.
Upper Sandusky, OH 43351

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 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.

OSHA does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements 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 09/19/2012. The conference will be held at the OSHA office located at 420 Madison Ave, Suite 600, Toledo, OH 43604 on _____ at _____. Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 281754

Company Name: DLUBAK GLASS COMPANY

Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Issuance Date: 09/19/2012

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, 420 Madison Ave, Suite 600, Toledo, OH 43604**

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: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.95(c)(1): The employer did not administer a continuing, effective hearing conservation program, as described in paragraphs (c) through (o) of this section, whenever employee noise exposures equaled or exceeded an 8-hour time-weighted average sound level (TWA) of 85 decibels measured on the A scale (slow response) or, equivalently, a dose of fifty percent:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement a hearing conservation program to control employees exposure to occupational noise. An employee working crushing CRT tubes was overexposed to noise at an 8 hour time weighted average of 93.0 dBA, which exceeded the action limit of 85 dBA and the OSHA permissible exposure limit of 90 dBA.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.132(a): Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, was not provided, used, and maintained in a sanitary and reliable condition wherever it was necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about March 20, 2012, the employer failed to provide employees with adequate personal protective equipment. Employees were exposed to laceration hazards while crushing CRT tubes and working around the broken glass.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 09/26/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.135(a)(1): The employer did not ensure that each affected employee wore a protective helmet when working in areas where there was a potential for injury to the head from falling objects:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide employees with adequate head protection. Employees were exposed to laceration hazards while working around and below the conveyor system carrying CRT tubes.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/21/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(g)(1): Where an employee(s) was exposed to lead above the PEL, without regard to the use of respirators or where the possibility of skin or eye irritation existed, the employer did not provide appropriate protective work clothing and equipment at no cost to the employee and assure that the employee uses the equipment:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide employees who were overexposed to the permissible exposure limit for lead (Pb) with protective clothing to reduce employees exposure to lead (Pb) while working on and around the CRT tube crushing line.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 09/26/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(i)(1): Where an employee(s) was exposed to airborne cadmium above the PEL or where skin or eye irritation was associated with cadmium exposure at any level, the employer did not provide appropriate protective work clothing and equipment that prevented contamination of the employee and the employee's garments at no cost to the employee, and assure that the employee uses the equipment:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide employees who were overexposed to the permissible exposure limit for cadmium with protective clothing to reduce employees exposure to cadmium while working on and around the CRT tube crushing line.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/26/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Citation 1 Item 4 Type of Violation: **Serious**

29 CFR 1910.1027(d)(1)(i): The employer who had a workplace or work operation covered by this section did not determine if any employee was exposed to cadmium at or above the action level:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to conduct initial exposure monitoring to determine employees exposure to cadmium in the workplace, exposing employees to hazards from the toxic material.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

Citation 1 Item 5 a Type of Violation: **Serious**

29 CFR 1910.1025(e)(3)(i): The employer did not establish and implement a written compliance program to reduce exposures to or below the permissible exposure limit, and interim levels if applicable, solely by means of engineering and work practice controls in accordance with the implementation schedule in paragraph (e)(1):

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer did not develop and implement a lead compliance program to reduce employees' exposure to lead (Pb) while working on and around the CRT tube crushing line.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Citation 1 Item 5 b Type of Violation: **Serious**

29 CFR 1910.1027(f)(2)(i): Where the PEL was exceeded, the employer did not establish and implement a written compliance program to reduce employee exposure to or below the PEL by means of engineering and work practice controls, as required by paragraph (f)(1) of this section:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer did not develop and implement a cadmium compliance program to reduce employees' exposure to cadmium while working on and around the CRT tube crushing line.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 10/11/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

Citation 1 Item 6 a Type of Violation: **Serious**

29 CFR 1910.1025(h)(2)(ii): Shoveling, dry or wet sweeping, and brushing was used where vacuuming or other equally effective methods were feasible:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from lead (Pb) when the employer failed to ensure that dry sweeping and shoveling methods were not used while cleaning up debris during and at the end of the work shifts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 09/26/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Citation 1 Item 6 b Type of Violation: **Serious**

29 CFR 1910.1027(k)(5): Shoveling, dry or wet sweeping, and brushing were used where vacuuming or other methods that minimize the likelihood of cadmium becoming airborne were feasible:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from cadmium when the employer failed to ensure that dry sweeping and shoveling methods were not used while cleaning up debris during and at the end of their work shifts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/26/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY

Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(i)(2)(ii): The employer did not assure that change rooms were equipped with separate storage facilities for protective work clothing and equipment and for street clothes which prevent cross-contamination:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from lead (Pb) when the employer failed to provide separate storage areas for street clothes and work clothes to prevent cross contamination in the locker area.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 11/01/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(i)(3)(i): The employer did not assure that employees who worked in areas where their airborne exposure to lead was above the PEL, without regard to the use of respirators, showered at the end of the work shift:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to require employees who were overexposed to the permissible exposure limit for lead (Pb) to shower at the end of their work shifts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY

Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(i)(3)(ii): The employer did not provide shower facilities in accordance with 1910.141 (d)(3) of this part:

a) Dlubak Glass Co.- Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide showers in accordance with 1910.141 (d)(3), exposing employees to hazards from lead (Pb) when they were not able to shower at the end of their work shifts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(i)(4)(ii): The employer did not assure that lunchroom facilities had a temperature controlled, positive pressure, filtered air supply, and were readily accessible to employees:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide a lunchroom that had a positive pressure, filtered air supply, exposing employees to hazards from lead (Pb).

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(i)(4)(iii): The employer did not assure that employees who work in areas where their airborne exposure to lead was above the PEL without regard to the use of a respirator washed their hands and face prior to eating, drinking, smoking or applying cosmetics:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from lead (Pb) when the employer failed to require that they wash their hands prior to eating, drinking, or smoking.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/21/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(j)(2): The employer did not assure that change rooms were equipped with separate storage facilities for street clothes and for protective clothing and equipment, which were designed to prevent dispersion of cadmium and contamination of the employee's street clothes:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from cadmium when the employer failed to provide separate storage areas for street clothes and work clothes to prevent cross contamination in the locker area.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(j)(3)(i): The employer did not assure that employees who were exposed to cadmium above the PEL showered during the end of the work shift:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to require employees who were overexposed to the permissible exposure limit for cadmium to shower at the end of their work shifts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(j)(3)(ii): The employer did not assure that employees whose airborne exposure to cadmium was above the PEL washed their hands and faces prior to eating, drinking, smoking, chewing tobacco or gum, or applying cosmetics:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, employees were exposed to hazards from cadmium when the employer failed to require that they wash their hands prior to eating, drinking, or smoking.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/21/2012

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

Inspection Number: 281754
Inspection Date(s): 03/20/2012 - 03/20/2012
Issuance Date: 09/19/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(j)(4)(i): The employer did not assure that the lunchroom facilities are readily accessible to employees, that tables for eating were maintained free of cadmium, and that no employee in a lunchroom facility was exposed at any time to cadmium at or above a concentration of 2.5 ug/m(3):

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to ensure that the break room surfaces were maintained free of cadmium. Laboratory analysis of wipe samples taken from the lunch table, water cooler, and refrigerator indicated that cadmium was present on the surfaces.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/21/2012

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: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(l)(1)(ii): The employer did not train each employee who was subject to exposure to lead at or above the action level, or for whom the possibility of skin or eye irritation existed, in accordance with the requirements of this section. The employer did not institute a training program and ensure employee participation in the program:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to adequately train and implement a training program for those employees who were exposed over the action limit of lead (Pb) while working with CRT tubes.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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|---|------------|
| Date By Which Violation Must be Abated: | 09/26/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(m)(4)(i): The employer did not train each employee who was potentially exposed to cadmium in accordance with the requirements of this section. The employer did not institute a training program, ensure employee participation in the program, and maintain a record of the contents of such program:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to adequately train and implement a training program for those employees who were exposed to cadmium while working with CRT tubes.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/26/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(m)(2)(i): The employer did not post the following warning signs in each work area where the PEL was exceeded: WARNING LEAD WORK AREA POISON NO SMOKING OR EATING:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to post proper demarcation in areas over the permissible exposure limit for lead (Pb) in order to properly notify all people in the area of the hazards associated with the material.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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|---|------------|
| Date By Which Violation Must be Abated: | 09/26/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(e)(1): The employer shall establish a regulated area wherever an employee's exposure to airborne concentrations of cadmium is, or can reasonably be expected to be in excess of the permissible exposure limit (PEL):

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer did not establish a regulated area for areas over the permissible exposure limit of 5.0 micrograms per cubic meter of cadmium.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/26/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(m)(2)(i): Warning signs were not provided and displayed in regulated areas. In addition, warning signs shall be posted at all approaches to regulated areas so that an employee may read the signs and take necessary protective steps before entering the area:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to post proper warning signs in regulated areas for cadmium in order to properly notify all people in the area of the hazards associated with the material.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/26/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(c)(1): The employer did not assure that employees were exposed to lead at concentrations less than fifty micrograms per cubic meter of air (50 ug/m(3)) averaged over an 8-hour period:

- a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012 , an employee working pulling CRT tubes off the conveyor belt on the crushing line was overexposed to lead (Pb) at a time weighted average of 73.38 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 50.0 micrograms per cubic meter by 147%.
- b) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012 , an employee working funneling CRT tubes on the conveyor belt of the crushing line was overexposed to lead (Pb) at a time weighted average of 108.4 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 50.0 micrograms per cubic meter by 217%.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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|---|------------|
| Date By Which Violation Must be Abated: | 11/01/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(c): The employer did not assure that employees were exposed to an airborne concentration of cadmium less than five micrograms per cubic meter of air (5 ug/m³), calculated as an eight-hour time-weighted average exposure (TWA):

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, an employee working pulling CRT tubes off the conveyor belt on the crushing line was overexposed to cadmium at a time weighted average of 8.386 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 5.0 micrograms per cubic meter by 168%.

b) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, an employee working funneling CRT tubes on the conveyor belt of the crushing line was overexposed to cadmium at a time weighted average of 12.17 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 5.0 micrograms per cubic meter by 243%.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(e)(1)(i): Where any employee is exposed to lead above the permissible exposure limit for more than 30 days per year, the employer shall implement engineering and work practice controls (including administrative controls) to reduce and maintain employee exposure to lead in accordance with the implementation schedule in Table I below, except to the extent that the employer can demonstrate that such controls are not feasible:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement engineering and/or administrative controls to control employees exposure to lead (Pb). An employee working pulling CRT tubes off the conveyor belt on the crushing line was overexposed to lead (Pb) at a time weighted average of 73.38 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 50.0 micrograms per cubic meter by 147%.

b) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement engineering and/or administrative controls to control employees exposure to lead (Pb). An employee working funneling CRT tubes on the conveyor belt of the crushing line was overexposed to lead (Pb) at a time weighted average of 108.4 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 50.0 micrograms per cubic meter by 217%.

Abatement Note: Feasible abatement methods may include the following:

- 1.) Increase the velocity of the down draft air moving to the dust collector.
- 2.) Automate the process to eliminate employees' direct contact with the glass breaking process.

Step 1: Provide effective respiratory protection to and ensure it is used by exposed employees as an interim protective measure until feasible engineering and/or administrative controls can be implemented or whenever such controls fail to reduce employee exposure to within permissible exposure limits.

Step 2: A written detailed plan of abatement shall be submitted to the Area Director outlining a schedule for the implementation of engineering and/or administrative measures to control employee



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

exposures to hazardous substances as referenced in this citation. This plan shall include, at a minimum, target dates for the following actions which must be consistent with the abatement dates required by this citation:

- (1) Evaluation of engineering /administrative control options;
- (2) Selection of optimum control methods and completion of design;
- (3) Procurement, installation and operation of selected control measures;
- (4) Testing and acceptance or modification/redesign .

All proposed control measures shall be approved for each particular use by a competent industrial hygienist or other technically qualified person. 90 day progress reports are required during the abatement period.

Step3: Abatement shall have been completed by the implementation of feasible engineering and/or administrative controls upon verification of their effectiveness in achieving compliance.

| | |
|------------------------------|-------------------|
| PPE: | 11/01/2012 |
| Plan: | 12/17/2012 |
| Engineering Controls: | 01/31/2013 |

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|--|-------------------|
| Date By Which Violation Must be Abated: | 01/31/2013 |
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Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(f)(1)(i): The employer did not implement engineering and work practice controls to reduce and maintain employee exposure to cadmium at or below the PEL:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement engineering and/or administrative controls to control employees' exposure to cadmium. An employee working pulling CRT tubes off the conveyor belt on the crushing line was overexposed to cadmium at a time weighted average of 8.386 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 5.0 micrograms per cubic meter by 168%.

b) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement engineering and/or administrative controls to control employees' exposure to cadmium. An employee working funneling CRT tubes on the conveyor belt of the crushing line was overexposed to cadmium at a time weighted average of 12.17 micrograms per cubic meter, which exceeded the OSHA permissible exposure limit of 5.0 micrograms per cubic meter by 243%.

Abatement Note: Feasible abatement methods may include the following:

- 1.) Increase the velocity of the down draft air moving to the dust collector.
- 2.) Automate the process to eliminate employees' direct contact with the glass breaking process.

Step 1: Provide effective respiratory protection to and ensure it is used by exposed employees as an interim protective measure until feasible engineering and/or administrative controls can be implemented or whenever such controls fail to reduce employee exposure to within permissible exposure limits.

Step 2: A written detailed plan of abatement shall be submitted to the Area Director outlining a schedule for the implementation of engineering and/or administrative measures to control employee exposures to hazardous substances as referenced in this citation. This plan shall include, at a minimum, target dates for the following actions which must be consistent with the abatement dates required by this citation:

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: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

- (1) Evaluation of engineering /administrative control options;
- (2) Selection of optimum control methods and completion of design;
- (3) Procurement, installation and operation of selected control measures;
- (4) Testing and acceptance or modification/redesign .

All proposed control measures shall be approved for each particular use by a competent industrial hygienist or other technically qualified person. 90 day progress reports are required during the abatement period.

Step 3: Abatement shall have been completed by the implementation of feasible engineering and/or administrative controls upon verification of their effectiveness in achieving compliance.

PPE: 11/01/2012

Plan: 12/17/2012

Engineering Controls: 01/31/2013

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 01/31/2013



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1025(j)(1)(i): The employer did not institute a medical surveillance program for all employees who are or may be exposed at or above the action level for more than 30 days per year:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement a medical surveillance program for those employees who were exposed above the action limit for lead (Pb).

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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|---|------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1027(l)(1)(i)(A): The employer did not institute a medical surveillance program for all employees who were or could have been exposed to cadmium at or above the action level:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement a medical surveillance program for those employees who were exposed above the action limit for cadmium.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/01/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

Citation 1 Item 12 a Type of Violation: **Serious**

29 CFR 1910.134(c)(1): Where respirators were necessary to protect the health of the employee or whenever respirators were required by the employer, the employer did not establish and implement a written respiratory protection program with worksite-specific procedures:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement the elements of a written respiratory protection program. Employees were overexposed to the permissible exposure limits for lead (Pb) and cadmium (Cd) while crushing CRT tubes without any respiratory protection.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

| | |
|---|------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$4,900.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Citation 1 Item 12 b Type of Violation: **Serious**

29 CFR 1910.1025(e)(2): Where engineering and work practice controls did not reduce employee exposure to below the 50 ug/m(3) permissible exposure limit, the employer did not supplement these controls with respirators in accordance with paragraph (f):

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer did not provide employees who were overexposed to lead (Pb) with respirators to reduce their exposure to below the OSHA permissible exposure limit of 50 micrograms per cubic meter.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/21/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

Citation 1 Item 12 c Type of Violation: **Serious**

29 CFR 1910.1027(f)(1)(iv): Wherever engineering and work practice controls were required and were not sufficient to reduce employee exposure to or below the PEL or, where applicable, the SECAL, the employer did not implement such controls to reduce exposures to the lowest levels achievable. The employer did not supplement such controls with respiratory protection that complies with the requirements of paragraph (g) of this section and the PEL:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer did not provide employees who were overexposed to cadmium with respirators to reduce their exposure to below the OSHA permissible exposure limit of 5 micrograms per cubic meter.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/21/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

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

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and maintain at each workplace, a written hazard communication program which at least described how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, material safety data sheets, and employee information and training was met:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to implement the elements of a written hazard communication program for those employees exposed to hazards from silicon, lead, aluminum, magnesium, and calcium while working with CRT tubes.

No additional abatement information is needed for this item.

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



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1200(h)(1): The employer did not provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new physical or health hazard the employees had not previously been trained about was introduced into their work area:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to provide training on the identification and hazards associated with the materials in the work area to employees who were exposed to silicon, lead, aluminum, magnesium, and calcium while working with CRT tubes.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 10/11/2012



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(d)(2): The employer who had a workplace or work operation covered by this standard did not determine if any employee was exposed to lead at or above the action level:

a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to conduct initial exposure monitoring to determine employees exposure to lead (Pb) in the workplace, exposing employees to hazards from the toxic material.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

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|---|-------------|
| Date By Which Violation Must be Abated: | 10/11/2012 |
| Proposed Penalty: | \$56,000.00 |



Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

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

29 CFR 1910.1025(h)(1): All surfaces were not maintained as free as practicable of accumulations of lead:

- a) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to ensure that surfaces in the break area were maintained free of accumulation of lead (Pb). A wipe sample from inside the microwave identified that lead was present at 344.48 micrograms per square foot.
- b) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to ensure that surfaces in the break area were maintained free of accumulation of lead (Pb). A wipe sample from the table in the break room identified that lead was present at 700.58 micrograms per square foot.
- c) Dlubak Glass Co. - Upper Sandusky, Ohio: On or about July 24, 2012, the employer failed to ensure that surfaces in the break area were maintained free of accumulation of lead (Pb). A wipe sample from the table in the break room identified that lead was present at 397.07 micrograms per square foot.

Dlubak Glass Co. was previously cited for a violation of this occupational safety and health standard or its equivalent standard, which was contained in OSHA Inspection Number 313785529, citation number 1, item 1 and was affirmed as a final order on May 2, 2011, with respect to a workplace located at 11567 Co. Hwy 110, Upper Sandusky, Ohio.

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

Inspection Number: 281754
Inspection Date(s): 03/20/2012 - 03/20/2012
Issuance Date: 09/19/2012



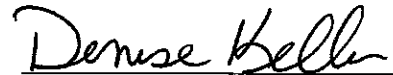

Citation and Notification of Penalty

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/26/2012
Proposed Penalty: \$9,800.00


 **Kimberly Nelson**
Area Director

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

U.S. Department of Labor
Occupational Safety and Health Administration
420 Madison Ave
Suite 600
Toledo, OH 43604
Phone: 419-259-7542 Fax: 419-259-6355



INVOICE / DEBT COLLECTION NOTICE

Company Name: DLUBAK GLASS COMPANY
Inspection Site: 625 W. Johnson St., Upper Sandusky, OH 43351
Issuance Date: 09/19/2012

| | |
|---|---------------------|
| Summary of Penalties for Inspection Number | 281754 |
| Citation 1, Serious | \$60,900.00 |
| Citation 2, Willful | \$56,000.00 |
| Citation 3, Repeat | \$9,800.00 |
| TOTAL PROPOSED PENALTIES | \$126,700.00 |

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.

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

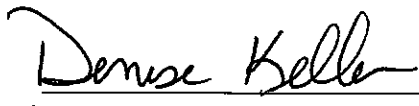
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within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



 **Kimberly Nelson**
Area Director

9/19/12

Date