

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
3300 Vickery Road  
North Syracuse, NY 13212



## Citation and Notification of Penalty

**To:**  
Frazer & Jones Company, Inc., dba Frazer & Jones  
Company, A Division of The Eastern Company  
and its successors  
Sadmir Brkanovi, General Manager  
P.O. Box 4955  
Syracuse, NY 13221

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Inspection Site:**  
3000 Milton Ave.  
Syracuse, NY 13209

*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 by calling 315-

451-0808. 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](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type “OSHA” and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will 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](http://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 11/13/2019. The conference will be held by telephone or at the OSHA office located at 3300 Vickery Road, North Syracuse, NY 13212 on \_\_\_\_\_ at \_\_\_\_\_.

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



**CERTIFICATION OF CORRECTIVE ACTION WORKSHEET**

**Inspection Number: 1400452**

Company Name: Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company  
Inspection Site: 3000 Milton Ave., Syracuse, NY 13209  
Issuance Date: 11/13/2019

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, 3300 Vickery Road, North Syracuse, NY 13212**

Citation Number   1   and Item Number  1b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  2a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  2b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  2c  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  2d  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  3a  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

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Citation Number   1   and Item Number  3b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4c  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4d  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4e  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

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Citation Number   1   and Item Number  4f  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4g  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4h  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4i  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  4j  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  5a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

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Citation Number   1   and Item Number  5b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  8a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  8b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  8c  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  9a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  9b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
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By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  10a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  10b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  10c  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  10d  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

Citation Number   1   and Item Number  11a  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_  
\_\_\_\_\_

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Citation Number   1   and Item Number  11b  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  11c  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  11d  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   1   and Item Number  11e  was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   2   and Item Number   1a   was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number   2   and Item Number   1b   was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

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\_\_\_\_\_  
Signature

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Date

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

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### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1 a Type of Violation: **Serious****

29 CFR 1910.22(a)(2): The floor of each workroom was not maintained in a clean and, to the extent feasible, in a dry condition:

- a) Maintenance Department, on or about 5/13/19: The floor is not maintained in a clean and dry condition as there is standing water on the floor.**
- b) Shakeout Department, on or about 5/15/19: Walking-working surfaces near the accumulation table and corner of M23 was not maintained in a clean and dry condition in that there was standing water on the floor.**
- c) Hallway Leading to Maintenance Department, on or about 6/10/19: The floor is not maintained in a clean and dry condition as there is standing water on the floor.**
- d) Machine Shop Department, on or about 6/10/19: The floor is not maintained in a clean and dry condition as there is standing water on the floor.**

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$5683.00

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

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**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.22(d)(1): Walking-working surfaces were not inspected, regularly, and maintained in a safe condition.:

- a) Shakeout Area, on or about 5/15/19: Walking-working surfaces near the accumulation table and corner of M23 had wooden pallets on the floor.**
- b) Muller Deck, on or about 7/31/19: Final Stair before the Pent House Deck had an airline hose lying on the floor in front of the stairs and on the bottom 2 steps.**
- c) E-Melt Basement Area, on or about 9/17/19: Main Electrical Room had an uneven floor due to broken metal grates.**

**Abatement certification must be submitted for this item.**

Date By Which Violation Must be Abated:

11/25/2019

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

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### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

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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 1910.134(e)(1): The employer did not provide a medical evaluation to determine the employees ability to use a respirator, before the employee was fit tested or required to use the respirator in the workplace:

Note: The employer may discontinue an employee's medical evaluations when the employee is no longer required to use a respirator.

**a) At the establishment, on or about 7/23/19: Employees required to wear N95 and P100 filtering face pieces and had not been provided with a medical evaluation.**

### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	11/25/2019
Proposed Penalty:	\$13260.00

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

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**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

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

29 CFR 1910.134(f)(2): Employer did not ensure that an employee using a tight fitting facepiece respirator was fit tested prior to initial use of the respirator, whenever a different respirator facepiece (size, style, model or make) was used, and at least annually thereafter:

**a) At the establishment, on or about 7/23/19: Employees required to wear N95 and P100 filtering face pieces and had not been fit tested.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

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



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

29 CFR 1910.134(g)(1)(i)(A): Tight fitting face piece respirators were worn when facial hair came between the sealing surface of the face-piece and the face:

**a) E-Melt Department; Foundry Department; Sprue Department and Grinding Court Yard on or about 7/26/19; 7/25/19; 8/2/19 and 8/15/19: Employees had facial hair and were required to wear a N95 and P100 filtering face piece respirators.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

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



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

29 CFR 1910.1053(g)(1): Where respiratory protection was required by this section, the employer did not provide each employee an appropriate respirator that complied with the requirements of this paragraph and 29 CFR 1910.134:

**a) E-Melt Department, on or about 8/2/19 & 8/3/19: The employer did not select and provide an appropriate respirator for employees whose exposures exceed the permissible exposure limit for silica. Employee exposures as referenced in Citation 1 Item 10a Instances i, j, and l.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

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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 1910.141(a)(3)(i): Places of employment were not kept clean to the extent that the nature of the work allowed:

- a) Annealing Area, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that the Nitrogen Generating Machine and area around this Machine was adequately maintained in a clean and sanitary condition free from a build-up of bird feces.**
- b) QC Inspection Area, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that this area was adequately maintained in a clean and sanitary condition free from a build-up of bird feces.**
- c) Foundry Dust Collector, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that Sprue Side was adequately maintained in a clean and sanitary condition free from a build-up of bird feces.**

**Abatement certification must be submitted for this item.**

Date By Which Violation Must be Abated:  
Proposed Penalty:

12/17/2019  
\$9472.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.141(a)(5): A continuing and effective extermination program was not instituted where rodents, insects, or other vermin were detected:

**a) Annealing Area, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that this area had an effective extermination program for removal of pigeons in the area.**

**b) QC Inspection Area, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that this area had an effective extermination program for removal of pigeons in the area.**

**c) Foundry Dust Collector, on or about 7/25/19: Employees potentially exposed to a variety of illnesses, including but not limited to: pigeon ornithosis; encephalitis; newcastle disease; toxoplasmosis; salmonella; histoplasmosis and psittacosis that may contain disease causing fungus when the employer did not ensure that this area had an effective extermination program for removal of pigeons in the area.**

**Abatement certification must be submitted for this item.**

**Date By Which Violation Must be Abated:**

**12/17/2019**

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 4 a** Type of Violation: **Serious**

29 CFR 1910.146(d)(14): Under the permit-required confined space program required by 29 CFR 1910.146(c)(4), the employer did not review the permit-required confined space program, using the canceled permits retained under 29 CFR 1910.146(e)(6) within one year after each entry and did not revise the program as necessary, to ensure that employees participation in entry operations were protected from permit space hazards:

**a) At the establishment, on or about 7/24/19: Employer's written confined space program has not been reviewed and updated since May 2011.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	12/09/2019
Proposed Penalty:	\$13260.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(2): The entry permit that documented compliance and authorized entry to a permit space did not identify the purpose of the entry:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: The confined space entry permit form used for entry into all permit required confined spaces did not identify the purpose of the entry.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(3): The entry permit that documented compliance and authorized entry to a permit space did not identify the date and the authorized duration of the entry permit:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the authorized duration of the entry permit.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(4): The entry permit that documented compliance and authorized entry to a permit space did not identify the authorized entrants within the permit space by name or by such other means (for example, through the use of rosters or tracking

NOTE: This requirement may be met by inserting a reference on the entry permit as to the means used, such as a roster or tracking system, to keep track of the authorized entrants within the permit space.

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the authorized entrants.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(5): The entry permit that documented compliance and authorized entry to a permit space did not identify the personnel, by name, currently serving as attendants:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the employees serving as attendants.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(6): The entry permit that documented compliance and authorized entry to a permit space did not identify the individual, by name, currently serving as entry supervisor, with a space for the signature or initials of the entry supervisor who originally authorized entry:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the individual by name, currently serving as entry supervisor who originally authorized entry.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(7): The entry permit that documented compliance and authorized entry to a permit space did not identify the hazards of the permit space to be entered:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the most likely hazards to be encountered upon entry into a confined space.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(11): The entry permit that documented compliance and authorized entry to a permit space did not identify the rescue and emergency services summoned and the means for summoning those services:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the rescue and emergency services summoned and the means for summoning those services.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(12): The entry permit that documented compliance and authorized entry to a permit space did not identify the communication procedures used by authorized entrants and attendants to maintain contact during the entry:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the communication procedures used by authorized entrants and attendants to maintain contact during the entry.**

#### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(f)(13): The entry permit that documented compliance and authorized entry to a permit space did not identify equipment, such as personal protective equipment, testing equipment, communications equipment, alarm systems, and rescue equipment to be provided:

**a) At the establishment, on or about 5/31/19; 8/12/19; 8/14/19 and 8/15/19: Confined space entry permits for all permit required confined spaces did not identify the equipment such as but not limited to: personal protective equipment, testing equipment, communications equipment, alarm systems and rescue equipment that might be used during entries into permit required confined spaces.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.146(j)(4): The employer did not ensure that each entry supervisor verified that rescue services were available and that the means for summoning them were operable:

**a) At the establishment, on or about 5/31/19: Employees entered the 100B Speed Muller, a permit required confined space and the entry supervisor did not verify that rescue workers were available.**

**b) At the establishment, on or about 8/12/19; 8/14/19 & 8/15/19: Employees entered the Lindbergh Kiln, a permit required confined space and the entry supervisor did not verify that rescue workers were available.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	12/09/2019
Proposed Penalty:	\$13260.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.146(k)(1)(i): An employer who designated rescue and emergency services, pursuant to paragraph (d)(9) of this section, did not evaluate a prospective rescuer's ability to respond to a rescue summons in a timely manner, considering the hazard(s) identified:

**a) At the establishment, on or about 5/31/19: Employer's confined space program designates an off-site rescue team to respond to a confined space emergency and this has never been set up with a local response team.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.157(c)(1): Portable fire extinguishers were not mounted, located and identified so that they were readily accessible without subjecting the employees to injuries:

- a) E-Melt Area, on or about 5/13/19: A portable fire extinguisher was on the ground making it difficult to see in the workplace and was not readily accessible.**
- b) E-Melt Basement Area, on or about 5/13/19: A portable fire extinguisher was on the ground making it difficult to see in the workplace and was not readily accessible.**
- c) Foundry DISA 1 Line, on or about 7/24/19: A portable fire extinguisher was on the ground making it difficult to see in the workplace and was not readily accessible.**

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$5683.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.157(c)(4): Portable fire extinguishers were not maintained in a fully charged and operable condition:

**a) E-Melt Basement Area, on or about 9/6/19: A portable fire extinguisher was not in operable condition, it was found discharged.**

Date By Which Violation Must be Abated:

Corrected During Inspection

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.157(e)(3): Portable fire extinguishers were not subjected to an annual maintenance check:

**a) Hard Iron, MCC Room, on or about 5/15/19: A portable fire extinguisher did not have an annual inspection. Last inspection conducted was April 2017.**

**b) Supply Maintenance Storage Room, on or about 6/4/19: Two portable fire extinguishers did not have annual inspections. Last inspections conducted were March 2017 and April 2017.**

**c) Supply Maintenance Storage Upstairs Area, on or about 6/4/19: A portable fire extinguisher did not have an annual inspection. Last inspection conducted was April 2017.**

Date By Which Violation Must be Abated:

Corrected During Inspection

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.242(b): Compressed air used for cleaning purposes was not reduced to less than 30 p.s.i.:

**a) Foundry Area, DISA #1 Area, on or about 5/15/19: Employee used compressed air, measured at approximately 75 psi, for cleaning purposes.**

**b) Foundry Deck Area, on or about 6/4/19: Employee used compressed air, measured at approximately 70 psi, for cleaning purposes.**

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$7577.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### Citation and Notification of Penalty

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.1000(a)(2): Employee(s) were exposed to an airborne concentration of Iron Oxide Fume listed in Table Z-1 in excess of the 8 hour Time Weighted Average concentration of 10 mg/m<sup>3</sup>:

**a) Grinding Court Yard, on or about 8/15/19: A maintenance employee changing out the Grinding Dust Collector filters was exposed to 10.96 milligrams per cubic meter (mg/m<sup>3</sup>) of iron oxide fume, eight hour time weighted average (TWA), approximately 1.10 times the OSHA permissible exposure limit of 10.0 mg/m<sup>3</sup>. The sampling period was for 84 minutes. A zero increment is included for the 396 minutes not sampled. Employee was wearing a P100 Filtering Face Piece.**

**b) Grinding Court Yard, on or about 8/15/19: A maintenance employee changing out the Grinding Dust Collector filters was exposed to 14.72 milligrams per cubic meter (mg/m<sup>3</sup>) of iron oxide fume, eight hour time weighted average (TWA), approximately 1.47 times the OSHA permissible exposure limit of 10.0 mg/m<sup>3</sup>. The sampling period was for 89 minutes. A zero increment is included for the 391 minutes not sampled. Employee was wearing a P100 Filtering Face Piece.**

**Abatement certification must be submitted for this item.**

Date By Which Violation Must be Abated:

12/18/2019

Proposed Penalty:

\$9472.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1000(c): Employees were exposed to materials in excess of the eight hour permissible exposure limit, listed in Table Z-3 of subpart Z of 29 CFR part 1910:

**a) Grinding Court Yard, on or about 8/15/19: A maintenance employee changing out the Grinding Dust Collector filters was exposed to 20.43 milligrams per cubic meter (mg/m<sup>3</sup>) of total dust, eight hour time weighted average (TWA), approximately 1.36 times the OSHA permissible exposure limit of 15.0 mg/m<sup>3</sup>. The sampling period was for 84 minutes. A zero increment is included for the 396 minutes not sampled. Employee was wearing a P100 Filtering Face Piece.**

**b) Grinding Court Yard, on or about 8/15/19: A maintenance employee changing out the Grinding Dust Collector filters was exposed to 20.38 milligrams per cubic meter (mg/m<sup>3</sup>) of total dust, eight hour time weighted average (TWA), approximately 1.36 times the OSHA permissible exposure limit of 15.0 mg/m<sup>3</sup>. The sampling period was for 89 minutes. A zero increment is included for the 391 minutes not sampled. Employee was wearing a P100 Filtering Face Piece.**

**Abatement certification must be submitted for this item.**

**Date By Which Violation Must be Abated:**

**12/18/2019**

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1000(e): Feasible administrative or engineering controls were not determined and implemented to achieve compliance with the limits prescribed in 29 CFR 1910.1000(a) through (d):

**a) Grinding Court Yard, on or about 8/15/19: Feasible administrative or engineering controls were not implemented to reduce employee exposure to iron oxide and total dust below the OSHA Permissible Exposure Limit. Employee exposures as referenced in Citation 1 Item 8a and 8b.**

#### **EFFECTIVE MEANS OF ABATEMENT INCLUDE BUT ARE NOT LIMITED TO:**

1. Provide local exhaust ventilation at point of operation
2. Develop a new procedure for changing out dirty filters in the Grinder Dust Collector
3. Train employees on methods to avoid unnecessary exposure
4. Continue with the respiratory protection program. Ensure employees are aware of how to wear respirator properly with no facial hair permitted.
5. Post abatement, conduct air monitoring to determine total dust exposures are below the PEL.

**Step 1:** Effective respiratory protection which complies with 29 CFR 1910.134 shall be provided and used by exposed employee(s) 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. (30 Days)

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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implementation of engineering and/or administrative measures to control employee exposure 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: (60 days)

- (1) Evaluation of engineering/administrative control options
- (2) Evaluation to be conducted by a qualified person such as a certified industrial hygienist and/or licensed mechanical professional engineer.
- (3) Selection of optimum control methods and completion of design
- (4) Procurement, installation and operation of selected control measures
- (5) Testing and acceptance or modification/redesign of control measures

**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. (180 Days)

**Plan:** 01/17/2020

**Engineering Controls:** 05/18/2020

**PPE:** 12/18/2019

**Date By Which Violation Must be Abated:**

**05/18/2020**

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.1030(c)(1)(iv): The Exposure Control Plan was not reviewed and/or updated when necessary to reflect new or modified tasks and procedures which affect occupational exposure and to reflect new or revised employee positions with occupational exposure:

**a) At the establishment, on or about 7/25/19: The Exposure Control Plan was not reviewed and updated annually. Last review was conducted in 2012.**

**Abatement certification must be submitted for this item.**

Date By Which Violation Must be Abated:

12/09/2019

Proposed Penalty:

\$9472.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1030(f)(2)(i): Hepatitis B vaccination was not made available after the employee had received the training required in 29 CFR 1910.1030(g)(2)(vii)(I) or within 10 working days of initial assignment to employees who had occupational exposure to blood or other potentially infectious materials:

**a) At the establishment, on or about 7/25/19: Employees who are members of the Emergency Response Team (ERT) and perform first aid on an as needed basis have the potential to come in contact with blood or other potentially infectious materials have not been offered the Hepatitis B Vaccine.**

**Abatement certification must be submitted for this item.**

**Date By Which Violation Must be Abated:**

**12/09/2019**

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1030(g)(2)(ii)(A): The employer did not ensure that training was provided to employees with occupational exposure at the time of initial assignment to tasks where occupational exposure might take place:

**a) At the establishment, on or about 7/25/19: Employees who are members of the Emergency Response Team (ERT) and perform first aid on an as needed basis have the potential to come in contact with blood or other potentially infectious materials have not provided bloodborne pathogens training.**

**Abatement certification must be submitted for this item.**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.1053(c): The employer did not ensure that employee were not exposed to an airborne concentration of respirable crystalline silica in excess of 50 mcg/m<sup>3</sup>, calculated as an 8-hour TWA:

- a) Shakeout Area, on or about 7/23/19: an employee working in the Shakeout Area was exposed to 148.63 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 2.97 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 435 minutes. A zero increment is included for the 45 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.**
- b) Sprue Department, on or about 7/23/19: an employee working on the Sprue Table was exposed to 102.76 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 2.06 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 418 minutes. A zero increment is included for the 62 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.**
- c) Hard Iron Department, on or about 7/24/19: an employee working as a Sorter was exposed to 99.23 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 1.98 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 441 minutes. A zero increment is included for the 39 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.**
- d) Hard Iron Department, on or about 7/24/19: an employee working as a Sorter was exposed to 85.50 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA),**

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

**Inspection Number:** 1400452  
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**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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approximately 1.71 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 438 minutes. A zero increment is included for the 42 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.

e) Annealing Department, on or about 7/24/19: an employee working as a Annealing Operator, pot packing was exposed to 185.02 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 3.7 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 448 minutes. A zero increment is included for the 32 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.

f) Finishing Department, on or about 7/25/19: an employee working as a Shot Blast Operator was exposed to 92.21 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 1.84 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 448 minutes. A zero increment is included for the 32 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.

g) Sprue Department, on or about 7/25/19: an employee working on the Sprue Table was exposed to 119.35 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 2.39 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 428 minutes. A zero increment is included for the 52 minutes not sampled. Employee was wearing a P100 3M filtering face piece respirator.

h) Foundry Department, on or about 7/25/19: an employee working as a Tester/QC was exposed to 85.06 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 1.70 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 439 minutes. A zero increment is included for the 41 minutes not sampled. Employee was wearing a N95 3M filtering face piece respirator.

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

i) E-Melt Department, on or about 8/3/19: A Melter relining Furnace No. 1 was exposed to 3357.7 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 67.15 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 71 minutes. A zero increment is included for the 409 minutes not sampled. Employee was wearing a N95 3M filtering face piece respirator.

j) E-Melt Department, on or about 8/2/19: A Melter relining Furnace No. 1 was exposed to 599.74 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 12.0 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 305 minutes. A zero increment is included for the 175 minutes not sampled. Employee was wearing a N95 3M filtering face piece respirator.

k) E-Melt Department, on or about 8/2/19: A Melter relining Furnace No. 1 was exposed to 483.42 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 9.67 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 305 minutes. A zero increment is included for the 175 minutes not sampled. Employee was wearing a N95 3M filtering face piece respirator.

l) E-Melt Department, on or about 8/3/19: A Crane Operator relining Furnace No. 1 was exposed to 603.25 micrograms per cubic meter (mcg/m<sup>3</sup>) of silica, eight hour time weighted average (TWA), approximately 12.07 times the OSHA permissible exposure limit of 50 mcg/m<sup>3</sup>. The sampling period was for 127 minutes. A zero increment is included for the 353 minutes not sampled. Employee was wearing a N95 3M filtering face piece respirator.

### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	12/18/2019
Proposed Penalty:	\$13260.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(d)(1): The employer did not assess the exposure of each employee who was or may reasonably be expected to be exposed to respirable crystalline silica at or above the action level in accordance with either the performance option in paragraph (d)(2) or the scheduled monitoring option in paragraph (d)(3) of this section:

**a) E-Melt Department, on or about 8/2/19: Employees relining Furnace No. 1 containing silica and initial monitoring for silica was not conducted.**

**b) Foundry Dust Collector, on or about 9/24/19: Employees changing out 580, twelve foot filters on the roadside and sprue side of the FDC that contain silica and initial monitoring for silica was not conducted.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/18/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(f)(1): The employer did not use engineering and work practice controls to reduce and maintain employee exposure to respirable crystalline silica to or below the PEL, unless the employer can demonstrate that such controls are not feasible:

**a) Shakeout Area; Sprue Department; Hard Iron Department; Annealing Department; Finishing Department; Foundry Department and E-Melt Department, on or about 7/23/19; 7/24/19; 7/25/19; 8/2/19 and 8/3/19: Feasible administrative or engineering controls were not implemented to reduce employees' exposures to silica below the OSHA Permissible Exposure Limit. Employees' exposures as referenced in Citation 1 Item 10a.**

#### **EFFECTIVE MEANS OF ABATEMENT INCLUDE BUT ARE NOT LIMITED TO:**

1. Install Wet Dust Suppression (WDS) systems
2. Enclosed processes
3. Enclosed people spaces
4. Local Exhaust Ventilation (LEV)
5. Filtration (general and source-capture)
6. Barriers
7. Continue to conduct air monitoring until results are below the Silica PEL

**Plan: 01/17/2020**

**PPE: 12/03/2019**

**Engineering Controls: 05/18/2020**

#### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

**Date By Which Violation Must be Abated:**

**05/18/2020**

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

**Inspection Number:** 1400452  
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**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(i)(2): The employer did not make available an initial (baseline) medical examination within 30 days after initial assignment when the employee had not received a medical examination that meets the requirements of this section within the last three years:

**a) At the establishment, on or about 5/13/19: Employees exposed to respirable crystalline silica at or above the permissible exposure limit (PEL) for 30 or more days per year and were not given a medical examination within 30 days after initial assignment.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/18/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.1053(e)(1): The employer did not establish a regulated area wherever an employee's exposure to airborne concentrations of respirable crystalline silica was, or could have been reasonably expected to be, in excess of the PEL:

**a) Annealing Department; Finishing Department; Foundry Department and E-Melt Department, on or about 7/24/19; 7/25/19; 8/2/19 and 8/3/19: The employer did not establish these areas as a regulated area when exposures were in excess of the PEL for respirable crystalline silica.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 11/25/2019  
Proposed Penalty: \$13260.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(e)(2)(i): The employer did not demarcate regulated areas from the rest of the workplace in a manner that minimized the number of employees exposed to respirable crystalline silica within the regulated area:

**a) Annealing Department; Finishing Department; Foundry Department and E-Melt Department, on or about 7/24/19; 7/25/19; 8/2/19 and 8/3/19: The employer did not demarcate these areas that minimized the number of employees exposed to crystalline silica.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

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

**Inspection Number:** 1400452  
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**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(e)(2)(ii): The employer failed to post signs at all entrances to regulated areas:

**a) Annealing Department; Finishing Department; Foundry Department and E-Melt Department, on or about 7/24/19; 7/25/19; 8/2/19 and 8/3/19: The employer failed to post Silica Signs at the following areas: Annealing Department; Finishing Department; Foundry Department and E-Melt Department.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

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**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(j)(1): The employer did not include respirable crystalline silica in the program established to comply with the hazard communication standard (HCS) (29 CFR 1910.1200). The employer did not ensure that each employee has access to labels on containers of crystalline silica and safety data sheets, and is trained in accordance with the provisions of HCS and paragraph (j)(3) of this section. The employer did not ensure that at least the following hazards are addressed: Cancer, lung effects, immune system effects, and kidney effects:

**a) Foundry Area; Sprue Area; Hard and Soft Iron Areas, on or about 7/23/19: The employer did not include respirable crystalline silica in the program established to comply with the hazard communication standard (HCS) (29 CFR 1910.1200) and/or did not ensure that each employee had access to labels on containers of crystalline silica and safety data sheets and was trained as required, and did not ensure that at least the following hazards were addressed: Cancer, lung effects, immune system effects, and kidney effects.**

### **ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

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**Issuance Date:** 11/13/2019

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

29 CFR 1910.1200(h)(1): Employees were not provided information and training as specified in 29 CFR 1910.1200(h)(1) and (2) on hazardous chemicals in their work area at the time of their initial assignment and whenever a new hazard was introduced into their work area:

**a) Foundry Area; Sprue Area; Hard and Soft Iron Areas, on or about 7/23/19: Employees were exposed to hazardous chemicals such as, but not limited to: propane; nitrogen compressed gas; metal dust and ductile iron and were not provided information and training as specified in 29 CFR 1910.1200(h)(1) and (2).**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: 12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

### **Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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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 1910.22(a)(1): Place(s) of employment were not kept clean and orderly:

- a) **Shakeout Area, on or about 5/15/19: Walking-working surfaces near the accumulation table and corner of M23 were not kept in a clean and orderly condition in that they had several inches of sand accumulated on the floor.**
- b) **Muller Deck, on or about 7/31/19: Walkways and the Deck of the Muller Deck were not kept in a clean and orderly condition in that they had several inches of sand accumulated on the floor.**
- c) **Muller Deck, on or about 7/31/19: Muller Deck next to the Bond Transporter on the way to the Pent House were not kept in a clean and orderly condition in that they had several inches of sand accumulated in front of the stairs.**
- d) **Muller Deck, on or about 7/31/19: Final Stairs before the Pent House Deck was not kept in a clean and orderly condition in that they had several inches of sand accumulated in front of the stairs.**
- e) **Pent House, on or about 7/31/19: Deck in the Pent House was not kept in a clean and orderly condition in that they had several inches of sand accumulated in front of the stairs.**

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

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**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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**f) Incline Pit Stairs, on or about 9/6/19: Stairs leading to the basement were not kept in a clean and orderly condition in that they were completely blocked with approximately 4-5' of sand.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

11/25/2019

Proposed Penalty:

\$132598.00

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

**Citation and Notification of Penalty**

**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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

29 CFR 1910.1053(h)(1): The employer allowed dry sweeping or dry brushing where such activity could contribute to employee exposure to respirable crystalline silica and wet sweeping, HEPA-filtered vacuuming or other methods that minimize the likelihood of exposure were feasible:

**a) Frazer & Jones A Division of the Eastern Company, on or about 7/24/19: A Sweep Max Plus Tennant Sweeper Model S30 that is not equipped with water or a HEPA filter is being used to clean the floors of the entire facility with documented silica overexposures. Employees' exposures as referenced in Citation 1 Item 10a.**

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

12/09/2019

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

**Inspection Number:** 1400452  
**Inspection Date(s):** 05/13/2019 - 10/22/2019  
**Issuance Date:** 11/13/2019

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**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company

**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209

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**Citation 3 Item 1** Type of Violation: **Other-than-Serious**

29 CFR 1910.1048(d)(1)(i): Employees of a workplace covered by this standard were not monitored to determine their exposure to formaldehyde:

**a) Core Room, on or about 7/16/19: Employee operating Redford Machine with binders that contain formaldehyde resin. Employer had not conducted initial monitoring to assess employee exposure.**

**b) Core Room, on or about 7/16/19: Employee setting up Core Machines with binders that contain formaldehyde resin. Employer had not conducted initial monitoring to assess employee exposure.**

Date By Which Violation Must be Abated:

Corrected During Inspection

Proposed Penalty:

\$0.00

**Jeff Prebish, CIH, CSP**  
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  
3300 Vickery Road  
North Syracuse, NY 13212



## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** Frazer & Jones Company, Inc., dba Frazer & Jones Company, A Division of The Eastern Company  
**Inspection Site:** 3000 Milton Ave., Syracuse, NY 13209  
**Issuance Date:** 11/13/2019

<b>Summary of Penalties for Inspection Number</b>	<b>1400452</b>
<b>Citation 1, Serious</b>	<b>\$113659.00</b>
<b>Citation 2, Willful</b>	<b>\$132598.00</b>
<b>Citation 3, Other-than-Serious</b>	<b>\$0.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$246257.00</b>

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To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on

your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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.



Jeff Prebish, CIH, CSP

Area Director

11-13-19

Date