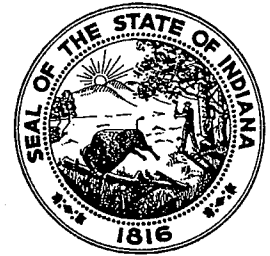


Indiana Department of Labor  
Indiana Occupational Safety and Health Administration  
402 West Washington Street  
Room W195  
Indianapolis, IN 46204-2751  
Phone: 317/232-1979 Fax: 317/233-8509



*Certified mail # 7003 1010 0003 5731 5802 3-14-11 jto*

## Safety Order and Notification of Penalty

**To:** University of Notre Dame,  
and its successors  
203 Main Building  
Notre Dame, IN 46556

**Inspection Number:** 314740408  
**Inspection Date(s):** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011

**Inspection Site:**

203 Main Building  
Notre Dame, IN 46556

*The violation(s) described in this Safety Order and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

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

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

**Right to Contest** - You are hereby also notified that you are entitled to seek administrative review of the safety order(s), penalty(ies), or both by filing a written petition for review at the above address postmarked within fifteen working days of your receipt of the safety order(s) and notification(s) of penalty. ("Working days" means Mondays through Fridays, but does not include Saturdays, Sundays, legal holidays under a state statute or days

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

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

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

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

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

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

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

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

(1) All steps you have taken, and the dates of such actions, in an effort to achieve compliance during the prescribed abatement period.

(2) The specific additional abatement time necessary in order to achieve compliance.

(3) The reasons such additional time is necessary, including the unavailability of professional or technical personnel or of materials and equipment, or because necessary construction or alteration of facilities cannot be completed by the original abatement date.

(4) All available interim steps being taken to safeguard employees against the cited hazard during the abatement period.

(5) A certification that a copy of the petition has been posted, and if appropriate, served on the authorized representative of affected employees, and a certification of the date upon which such posting and service was made.

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

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

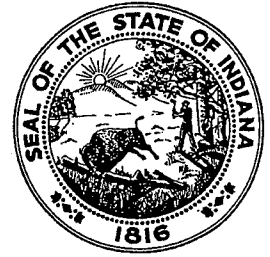
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**Followup Inspections** - Please be advised that a followup inspection may be made for the purpose of ascertaining that you have posted the safety order(s) and corrected the alleged violations. Failure to correct an alleged violation may result in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

**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the Indiana Department of Labor/IOSHA at the address shown above.

**Notice to Employees** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Indiana Department of Labor/IOSHA at the address shown above within fifteen (15) working days (excluding weekends and State holidays) or receipt by the employer of this safety order and penalty.

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



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 02/14/2011. The conference will be held at the IOSHA office located at 402 West Washington Street, Room W195, Indianapolis, IN 46204 on \_\_\_\_\_ at \_\_\_\_\_.

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

**Indiana Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death from the improper use of scissor lifts, which the employees operated to film football practice sessions, prior to being properly trained on the use of the lifts.

Notre Dame Football Practice Field - The employer did not properly train the employees in the operation and use of the scissor lifts (Marklift MT40G, SkyJack SJ8243 and /or JLG model 4394RT) during football practice. Employees were instructed to use different scissor lifts to attain elevated positions from which they could film the Notre Dame Football team's practice sessions. These tapes were then used as training aids for the team. The employees were only taught to raise and lower the lifts but no training was provided to the employees regarding any hazards associated with the use of the lifts.

AMONG OTHER FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD ARE TO FOLLOW THE MANUFACTURER'S INFORMATION IN THE OWNER'S MANUALS ON THE TRAINING OF THE OPERATORS OF THE LIFTS, OR THE GUIDELINES IN ANSI A92.6-2006 ON SELF-PROPELLED ELEVATING WORK PLATFORMS.

**Date By Which Violation Must be Abated:** 04/04/2011  
**Proposed Penalty:** \$5,000.00

**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death from the improper use of scissor lifts, operated by the employees while filming football practices, which had no operator's manual in the weatherproof box.

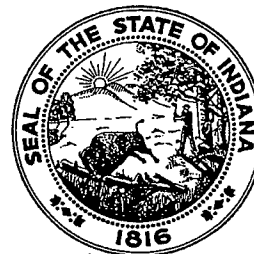
Notre Dame Football Practice Field - The employer did not provide a copy of the operator's manual in the weatherproof box of the Marklift MT40G scissor lift which employees used while videotaping football practices. Per ANSI A.92.6-2006, "operating manuals are an integral part of the aerial platform and must be stored properly in the Weather Resistant Compartment when not in use."

AMONG OTHER FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD ARE TO FOLLOW THE GUIDELINES FOUND IN ANSI A92.6-2006 ON SELF-PROPELLED ELEVATING WORK PLATFORMS.

<b>Date By Which Violation Must be Abated:</b>	<b>04/04/2011</b>
<b>Proposed Penalty:</b>	<b>\$5,000.00</b>

**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death when operating scissor lifts which were missing or had faded and/or weathered warning labels.

Notre Dame Football Practice Field - The Marklift MT40G scissor lift, used by employees while filming football practices from various elevations, was missing some of its warning labels and some were faded and weathered, such as but not limited to labels that caution against working under the lift unless mechanical locked, and/or gasoline or petrol labels.

AMONG OTHER FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD IS TO APPLY AND MAINTAIN ALL INFORMATIONAL/WARNING LABELS/DECALS FOUND IN THE OWNER'S MANUAL FOR THE LIFT.

<b>Date By Which Violation Must be Abated:</b>	<b>04/04/2011</b>
<b>Proposed Penalty:</b>	<b>\$2,500.00</b>



**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death when operating scissor lifts which were not given annual, monthly or weekly inspections for over one year.

Notre Dame Football Practice Field - The employer did not properly inspect the scissor lift (Marklift MT40G), used during the filming of football practices, for over one year.

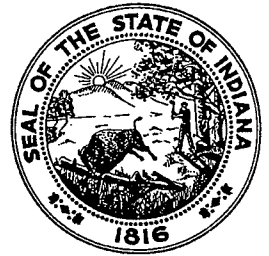
AMONG OTHER FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD ARE TO FOLLOW THE MANUFACTURER'S INFORMATION IN THE OWNER'S MANUAL RELATED TO INSPECTIONS AS WELL AS THE GUIDELINES FOUND IN ANSI A92.6-2006 ON SELF-PROPELLED ELEVATING WORK PLATFORMS.

<b>Date By Which Violation Must be Abated:</b>	<b>04/04/2011</b>
<b>Proposed Penalty:</b>	<b>\$5,000.00</b>

**Indiana Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death when operating a scissor lift which had not been properly maintained.

Notre Dame Football Practice Field - The employer had employees use the Marklift MT40G scissor lift at various heights to film football practice when the lift had not been serviced according to the manufacturer's Preventive Maintenance Schedule as found in the Owner's Manual.

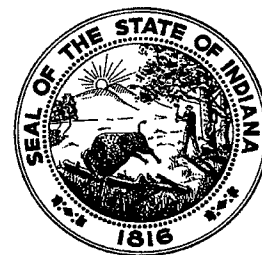
**AMONG THE FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD IS TO FOLLOW THE MANUFACTURER'S SUGGESTED SERVICE SCHEDULE AS FOUND IN THE OWNER'S MANUAL.**

<b>Date By Which Violation Must be Abated:</b>	<b>04/04/2011</b>
<b>Proposed Penalty:</b>	<b>\$5,000.00</b>

**Indiana Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 314740408  
**Inspection Dates:** 10/28/2010 - 01/13/2011  
**Issuance Date:** 03/14/2011



**Safety Order and Notification of Penalty**

**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556

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

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.

The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to potentially broken bones and/or death when untrained employees were instructed to use scissor lifts, at various elevations in windy conditions, to film football practice sessions.

Notre Dame Football Practice Field - On or about October 27, 2010 at about 1600 hours, the supervisor admitted that he had initially instructed untrained employees to elevate on scissor lifts (such as Marklift MT40G, SkyJack SJ8243 and /or JLG model 4394RT) to heights of 20 to 25 feet, to film football practice, knowing that the sustained winds were in the 20 miles per hour range with gusts ranging between 29 and 31 miles per hour. He later told an employee to go no higher than the top of the goal posts (approximately 35 feet.) One of the lifts had a label warning against the use of the lift in winds above 28 miles per hour.

For October 27, 2010, at 402 AM EDT / 302 AM CDT the National Weather Service had predicted "THE HIGH WIND WARNING IS NOW IN EFFECT FROM 8 AM EDT / 7 AM CDT/ THIS MORNING TO 9 PM EDT/8 PM CDT/ THIS EVENING. \* WINDS...SUSTAINED WINDS OF 25 TO 35 MPH WILL RETURN LATE WEDNESDAY MORNING WITH POTENTIALLY DAMAGING WIND GUSTS TO 60 MPH THROUGH THE AFTERNOON HOURS. At 244 PM EDT / 144 PM CDT a WIND ADVISORY predicted "GUSTY WINDS TO PERSIST THROUGH THE EVENING..." At 318 PM EDT / CDT "SUSTAINED WINDS OF 25 TO 35 MPH AND OCCASIONAL GUSTS TO NEAR 45 MPH WILL LAST INTO THE EVENING..."

AMONG OTHER FEASIBLE AND ACCEPTABLE METHODS TO CORRECT THIS HAZARD ARE TO PROPERLY LABEL THE LIFTS, FOLLOW THE MANUFACTURER'S INFORMATION ON THE LIFT AND/OR IN THE OWNER'S MANUAL ON THE USE OF THE LIFTS IN WINDY CONDITIONS, OR FOLLOW THE GUIDELINES IN ANSI A92.6-2006 ON SELF-PROPELLED ELEVATING WORK PLATFORMS.

**Date By Which Violation Must be Abated:** 03/24/2011  
**Proposed Penalty:** \$55,000.00

  
\_\_\_\_\_  
Jeffrey S. Carter  
Deputy Commissioner

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



## INVOICE/DEBT COLLECTION NOTICE

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**Company Name:** University of Notre Dame  
**Inspection Site:** 203 Main Building, Notre Dame, IN 46556  
**Issuance Date:** 03/14/2011

**Summary of Penalties for Inspection Number** 314740408

Safety Order 01, Serious	=	\$22,500.00
Safety Order 02, Knowing	=	\$55,000.00
<b>Total Proposed Penalties</b>		<b>\$77,500.00</b>

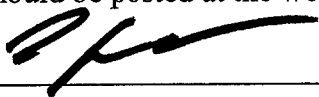
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Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

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

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

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

  
\_\_\_\_\_  
Jeffrey S. Carter  
Deputy Commissioner

*14 MARCH 2011*  
\_\_\_\_\_  
Date