

# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
402 West Washington Street, Room W195  
Indianapolis, Indiana 46204  
Phone: (317) 232-1979 FAX: (317) 233-3790



## Safety Order and Notification of Penalty

**To:**  
The Cheesecake Factory  
and its successors  
26901 Malibu Hills Road, Suite 123  
Calabasas Hills, CA 91301

**Inspection Number:** 1659493  
**CSHO ID:** K8103  
**Optional Report No.:** 2023-9  
**Inspection Date(s):** 03/28/2023 - 04/26/2023  
**Issuance Date:** 04/27/2023

**Inspection Site:**  
1251 U.S. Highway 31 North  
Greenwood, IN 46142

*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 workplace 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 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 board appointed by the governor with authority to conduct legal proceedings leading up to and including administrative hearings or assign an Administrative Law Judge (ALJ) to conduct the same, and to issue decisions concerning disputed safety orders and notifications of penalties. If we amend the safety order(s) or notification(s) of penalty, your petition for review shall be deemed moot. However, you will then be given an opportunity to file a petition for review concerning the amended safety order(s) and notification(s) of penalty.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

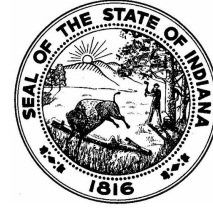
**Notice to Employees** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Indiana Department of Labor/IOSHA at the address shown above within fifteen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

order and penalty.

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

**Indiana Department of Labor**

Indiana Occupational Safety and Health Administration  
402 West Washington Street, Room W195  
Indianapolis, Indiana 46204  
Phone: (317) 232-1979 FAX: (317) 233-3790



**NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the Safety Order(s) issued on 04/27/2023.

The Informal Conference will be held:

Date: \_\_\_\_\_

Time: \_\_\_\_\_

\_\_\_\_\_ **Virtually/Telephonically via Microsoft Teams**

Call-in Number: \_\_\_\_\_

Conference ID: \_\_\_\_\_

\_\_\_\_\_ **In-person at the Indiana Department of Labor, located at the following address:**

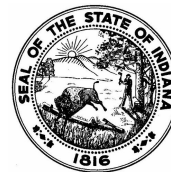
402 West Washington Street, Room W195  
Indianapolis, Indiana 46204

Meeting/Conference Room: \_\_\_\_\_

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:** 1659493  
**CSHO ID:** K8103  
**Optional Report No.:** 2023-9  
**Inspection Date(s):** 03/28/2023 - 04/26/2023  
**Issuance Date:** 04/27/2023



**Safety Order and Notification of Penalty**

**Company Name:** The Cheesecake Factory  
**Inspection Site:** 1251 U.S. Highway 31 North, Greenwood, IN 46142

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

29 CFR 1910.38(b): An emergency action plan was not in writing, kept in the workplace, and available to employees for review:

Facility - No written emergency action plan was provided for a workplace with over 100 employees, which exposed employees to the possibility of burn hazards in the event of a fire.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

May 30, 2023  
\$3,900.00

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

**Inspection Number:** 1659493  
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Safety Order 1 Item 2      Type of Violation: **Serious**

29 CFR 1910.39(b): A fire prevention plan was not in writing, kept in the workplace, and made available to employees for review:

Facility - No written fire prevention plan was provided for a workplace with over 100 employees, which exposed employees to the possibility of smoke inhalation and burn hazards in the event of a fire.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

May 30, 2023  
\$3,900.00

**Indiana Department of Labor**  
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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.

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

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and/or maintain at the workplace a written hazard communication program which described how the criteria specified in 29 CFR 1910.1200(f), (g), and (h) would be met:

Facility - No written hazard communication (hazcom) program was developed nor implemented for employees which described at least 1) Requirement for labeling and other forms of warning; 2) Safety data sheet availability; 3) Employee information and training; 4) A list of hazardous chemicals known to be present in the workplace; 5) Methods to inform employees of the hazards on non-routine tasks; and 6) Methods to provide other employer(s) access to safety data sheet; information on any precautionary measures and the labeling system used in the workplace. Employee(s) were exposed to hazardous chemicals including but not limited to Insul-X Freezer Kote paint and Sunnyside Xylol paint thinner during painting operations and potentially exposed to hazardous chemicals such as but not limited to Solid Power XL and Sanitizing Wash N Walk during cleaning operations.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	May 30, 2023
Proposed Penalty:	\$3,900.00



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

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**Company Name:** The Cheesecake Factory  
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**Safety Order 1 Item 3 b**    Type of Violation: **Serious**

29 CFR 1910.1200(h)(1): Employees were not provided effective information and training on hazardous chemicals in their work area at the time of their initial assignment and whenever a new hazard that the employees had not been previously trained about was introduced into their work area:

Facility - On or about March 20, 2023, and March 21, 2023, employees were not effectively trained when new hazardous chemicals, such as but not limited to Freezer Kote Enamel and Sunnyside Xylol solvent were introduced into the prep kitchen work area during cooler painting operations, potentially exposing employees to respiratory hazards.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: **May 30, 2023**  
Proposed Penalty: **\$0.00**

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

**Inspection Number:** 1659493  
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**Safety Order and Notification of Penalty**

**Company Name:** The Cheesecake Factory  
**Inspection Site:** 1251 U.S. Highway 31 North, Greenwood, IN 46142

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

29 CFR 1910.1200(g)(8): The employer did not ensure that safety data sheets were readily accessible to the employees in their work area during each shift for chemicals used:

Facility - On or about March 20, 2023, and March 21, 2023, safety data sheets such as but not limited to, Freezer Kote enamel and Sunnyside Xylol paint thinner were not maintained and readily accessible for employees prior to or during painting operations which exposed employees to potential health hazards.

Date By Which Violation Must be Abated:  
Proposed Penalty:

May 30, 2023  
\$0.00

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

**Inspection Number:** 1659493  
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**Safety Order and Notification of Penalty**

**Company Name:** The Cheesecake Factory  
**Inspection Site:** 1251 U.S. Highway 31 North, Greenwood, IN 46142

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

29 CFR 1910.134(d)(1)(iii): The employer did not identify and evaluate respiratory hazards in the workplace to include a reasonable estimate of employee exposure to respiratory hazards and an identification of the contaminant's chemical state and physical form:

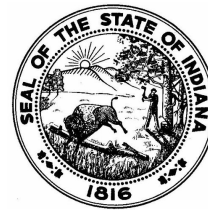
Kitchen - Exposures to respiratory hazards such as, but not limited to; (Freezer Kote enamel - Category 1B reproductive toxicity), and (Sunnyside Xylol solvent - Category 1 aspiration hazard) were not evaluated prior to or during the painting operation which created potential health hazards from exposure to hazardous chemical vapors.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

May 30, 2023  
\$650.00

  
\_\_\_\_\_  
Jameson Berry  
IOSHA Director



## INVOICE/DEBT COLLECTION NOTICE

**Company Name:** The Cheesecake Factory  
**Inspection Site:** 1251 U.S. Highway 31 North, Greenwood, IN 46142  
**Issuance Date:** 04/27/2023

**Summary of Penalties for Inspection Number:** 1659493

Safety Order 1 Item 1, Serious	\$3,900.00
Safety Order 1 Item 2, Serious	\$3,900.00
Safety Order 1 Item 3a, Serious	\$3,900.00
Safety Order 1 Item 3b, Serious	\$0.00
Safety Order 1 Item 3c, Serious	\$0.00
Safety Order 2 Item 1, Non Serious	\$650.00

**TOTAL PROPOSED PENALTIES:** \$12,350.00

Penalties are due within fifteen (15) working days of receipt of this notification unless requested. Make your check or money order payable to: "Indiana DOL/IOSHA." Please indicate IOSHA's Inspection Number (indicated above) on the remittance. You may also make a payment online at <https://payingov.com/dol/>. Your account number is your inspection number.

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 worksheet has been provided to assist in providing the required abatement information. A completed copy of this worksheet should be posted at the worksite with safety orders.

  
\_\_\_\_\_  
Jameson Berry  
IOSHA Director

4/27/2023

\_\_\_\_\_  
Date