

STATE OF INDIANA )  
 ) SS:  
COUNTY OF MARION )

BEFORE THE INDIANA OFFICE OF  
ADMINISTRATIVE LAW PROCEEDINGS,  
SUBJECT TO THE ULTIMATE  
AUTHORITY OF THE IOSHA BOARD OF  
SAFETY REVIEW

IN THE MATTER OF: )  
 )  
COMMISSIONER OF LABOR, )  
 )  
Complainant, )  
 )  
v. )  
 )  
AMAZON – FWA4 )  
AND ITS SUCCESSORS, )  
 )  
Respondent. )

OALP CASE NO. DOL-2311-002790  
BSR DOCKET NO. 23-047

**AGREED ENTRY**

The parties to the above-captioned proceeding, the Commissioner of the Indiana Department of Labor (hereinafter “Complainant”) and Amazon – FWA4 (hereinafter “Respondent”), through their duly authorized representatives, desiring to enter into this Agreed Entry as final settlement of this matter, do hereby stipulate and agree as follows:

**PART I.**

1. From May 9, 2023, through July 25, 2023, authorized employees of the Indiana Department of Labor conducted an inspection at the Respondent’s worksite located at 9798 Smith Rd., Fort Wayne, IN 46809.
2. On September 18, 2023, Complainant issued a Safety Order and Notification of Penalty (hereinafter “Safety Order”) resulting from Indiana Department of Labor Inspection No. 1668624 and alleging that Respondent had violated the Indiana Occupational Safety and Health Act (IC 22-8-1.1 *et seq.*) or the standards or rules thereunder. The Safety Order is attached hereto as Exhibit A and is incorporated herein.

3. On or about October 17, 2023, Respondent duly and timely petitioned for review of the Safety Order.

PART II.

4. The Safety Order consists of Safety Order 1, Item No. 1.

5. Safety Order 1, Item 1 alleges a "Serious" violation of IC 22-8-1.1 Section 2 for exposure to a struck-by hazard while operating a mobile elevated work platform and assesses a penalty of Seven Thousand Dollars (\$7000).

6. The total assessed penalty for Safety Order 1 is Seven Thousand Dollars (\$7000).

PART III.

7. The Safety Order is hereby amended as follows.

8. Safety Order 1, Item 1 is upheld, but re-classified to "NonSerious" and retains the penalty originally cited.

9. The AGREED total penalty for all violations and all subparts thereunder, subject to this Agreed Entry, is Seven Thousand Dollars (\$7000).

10. In consideration for reclassification of the citation, Respondent has already completed the following enhanced abatement:

- a. Created a pendant operation procedure for all aerial lifts network-wide, including lifts other than the one involved in the accident and other facilities.
- b. Identified areas that may have a limited clearance like the one cited and visually marked with conspicuous signage and color-specific floor tape.
- c. One-man lifts (OMLs) were staged in strategic locations within the facility to eliminate the need to travel through the identified limited clearance areas wherever possible.

d. Re-trained OML operators and RME following implementation of the pendant operation procedure.

e. Contacted manufacturer (JLG) for safety consultation and authorization of the pendant operation procedure.

11. It is understood and agreed by the Respondent and Complainant that this Agreed Entry and attachments will constitute a final, enforceable OSHA Safety Order(s) and penalties for the purposes of the Indiana Occupational Safety and Health Act ("Act").

12. Respondent confirms Complainant's right to re-inspect its workplaces, in accordance with the Act, and to verify abatement of the alleged violations.

13. Respondent hereby withdraws its petition for review previously filed in this matter, subject to the terms of this agreed entry.

#### PART IV.

14. Nothing contained in this Agreed Entry shall be construed to affect Complainant's interpretation of the Act or any standard or regulation enforced pursuant thereto or the applicable classification thereof.

15. Except for this agreement, and matters arising out of this agreement and any other subsequent IOSHA proceedings between the parties, none of the foregoing agreements, statements, findings, and actions taken by the Respondent shall be deemed an admission by Respondent of the allegations contained within the Safety Order(s) and Notification(s) of Penalty. The agreements, statements, findings, and actions taken herein are made in order to compromise and settle this matter economically and amicably, and they shall not be used for any other purpose, except as herein stated.

16. The invalidity or unenforceability of any section, subsection, clause or provision of

this Agreed Entry does not affect the remaining sections, subsections, clauses, or provisions of this Agreed Entry.

17. Respondent, upon full execution of this Agreed Entry, will post this Agreed Entry for three (3) working days or until abatement is completed, whichever period is longer, pursuant to Board of Safety Review Rules of Procedure, 615 IAC 1-2-18(b)(3)(C).

AGREED this 15<sup>th</sup> day of November 2023.

AMAZON - FWA4

By: Benjamin Patton  
Printed: 11/9/2023  
Title: Attorney

Approved as to Form:  
By: Benjamin H. Patton  
Benjamin H. Patton,  
Counsel for Respondent

COMMISSIONER OF LABOR

By: Jeremy Galloway  
Jeremy Galloway,  
Director of Safety Compliance,  
IOSHA

By: J. Anthony Hardman  
J. Anthony Hardman,  
Counsel for Complainant

## 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



### Amended Safety Order and Notification of Penalty

**To:**  
Amazon - FWA4  
and its successors  
9798 Smith Road  
Fort Wayne, IN 46809

**Inspection Number:** 1668624  
**CSHO ID:** Y5444  
**Optional Report No.:** 2023-23  
**Inspection Date(s):** 05/09/2023 - 07/25/2023  
**Issuance Date:** 09/18/2023

**Inspection Site:**  
9798 Smith Road  
Fort Wayne, IN 46809

*The violation(s) described in this Amended 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 Amended 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 (Amended 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 Amended 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 Amended 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 Amended 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 Amended 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 an Amended 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 Amended 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 Amended 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 Amended Safety Order(s) for the abatement of any violation.

**Posting** - Upon receipt of any Amended Safety Order(s) you are required to post such Amended Safety Order(s), or a copy thereof, unedited, at or near each place an alleged violation referred to in the Amended Safety Order(s) occurred. However, if your operations are such that it is not practicable to post the Amended Safety Order(s) at or near each place of alleged violation, such Amended 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 Amended 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 Amended 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 Amended Safety Order(s) must be corrected (abated) on or before the date shown for each item on the Amended 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 Amended 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 Amended 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 Amended 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.

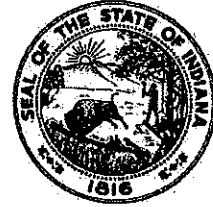
**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination 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 Amended 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 Amended Safety Order(s) issued on 09/18/2023.

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:** 1668624  
**CSHO ID:** Y5444  
**Optional Report No.:** 2023-23  
**Inspection Date(s):** 05/09/2023 - 07/25/2023  
**Issuance Date:** 09/18/2023



**Safety Order and Notification of Penalty**

**Company Name:** Amazon - FWA4  
**Inspection Site:** 9798 Smith Road, Fort Wayne, IN 46809

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

IC 22-8-1.1 Section 2: The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees, when employees are exposed to a struck-by hazard as follows:

Amazon FWA4 Facility, in the immediate area of J5 conveyor - 9798 Smith Road Fort Wayne, IN 46809 - On or about May 8th, 2023, during industrial activities, the employer failed to ensure there was sufficient headroom underneath an overhead conveyor while an employee was operating a JLG Model 20MSP (SN: 0130D40104) - a mobile elevated work platform. The exposed employee's head struck the conveyor and became caught in between the backrest of the mobile elevated work platform and the conveyor, resulting in fatal injury.

Among other methods, one feasible and acceptable abatement method to correct this hazard is to prohibit employees from standing unprotected in the mobile elevated work platform while driving under low clearance objects or overhead installations, mark danger zone areas appropriately, and train employees to desist access of areas where lack of sufficient headroom is present while operating mobile elevated work platforms.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

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

**October 12, 2023**  
**\$7,000.00**

  
Jeremy Galloway  
IOSHA Director



## INVOICE/DEBT COLLECTION NOTICE

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**Company Name:** Amazon - FWA4  
**Inspection Site:** 9798 Smith Road, Fort Wayne, IN 46809  
**Issuance Date:** 09/18/2023

**Summary of Penalties for Inspection Number:** 1668624

**Amended Safety Order 1 Item 1, Serious** **\$7,000.00**

**TOTAL PROPOSED PENALTIES:** **\$7,000.00**


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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 Amended 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 Amended Safety Orders.

  
\_\_\_\_\_  
Jeremy Galloway  
IOSHA Director

9/18/2023

\_\_\_\_\_  
Date

# 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



## Amended Safety Order and Notification of Penalty

**To:**  
Amazon - FWA4  
and its successors  
9798 Smith Road  
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**Inspection Number:** 1668624  
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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 Amended 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).

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

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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 Amended 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 Amended 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 Amended 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 Amended Safety Order(s) issued on 09/18/2023.

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:** 1668624  
**CSHO ID:** Y5444  
**Optional Report No.:** 2023-23  
**Inspection Date(s):** 05/09/2023 - 07/25/2023  
**Issuance Date:** 09/18/2023



**Safety Order and Notification of Penalty**

**Company Name:** Amazon - FWA4  
**Inspection Site:** 9798 Smith Road, Fort Wayne, IN 46809

---

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

IC 22-8-1.1 Section 2: The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees, when employees are exposed to a struck-by hazard as follows:

Amazon FWA4 Facility, in the immediate area of J5 conveyor - 9798 Smith Road Fort Wayne, IN 46809 - On or about May 8th, 2023, during industrial activities, the employer failed to ensure there was sufficient headroom underneath an overhead conveyor while an employee was operating a JLG Model 20MSP (SN: 0130D40104) - a mobile elevated work platform. The exposed employee's head struck the conveyor and became caught in between the backrest of the mobile elevated work platform and the conveyor, resulting in fatal injury.

Among other methods, one feasible and acceptable abatement method to correct this hazard is to prohibit employees from standing unprotected in the mobile elevated work platform while driving under low clearance objects or overhead installations, mark danger zone areas appropriately, and train employees to desist access of areas where lack of sufficient headroom is present while operating mobile elevated work platforms.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: October 12, 2023  
Proposed Penalty: \$7,000.00

  
Jeremy Galloway  
IOSHA Director



## INVOICE/DEBT COLLECTION NOTICE

---

**Company Name:** Amazon - FWA4  
**Inspection Site:** 9798 Smith Road, Fort Wayne, IN 46809  
**Issuance Date:** 09/18/2023

**Summary of Penalties for Inspection Number:** 1668624

Amended Safety Order 1 Item 1, Serious \$7,000.00

**TOTAL PROPOSED PENALTIES:** **\$7,000.00**


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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 Amended 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 Amended Safety Orders.

  
\_\_\_\_\_  
Jeremy Galloway  
IOSHA Director

9/18/2023

\_\_\_\_\_  
Date