

**SETTLEMENT AGREEMENT**

The Commissioner of Labor (hereinafter referred to as "Commissioner") and Burton Lumber Company Incorporated 318102977 (hereinafter referred to as "Employer" or "ER") hereby agree as follows:

The Commissioner amends the Safety Order(s) and Notification(s) of Penalty IOSHA Inspection No. 318102977 issued to the Employer on January 9, 2019 in the following manner:

**SAFETY ORDER 01:**

Item 1:	<u>Upheld</u>	Penalty	<u>8750<sup>00</sup></u>	Abatement	<u>5-15-19</u>
Item 2:	<u>Upheld</u>	Penalty	<u>750<sup>00</sup></u>	Abatement	<u>Completed 4-4-19</u>
Item 3:	<u>Upheld</u>	Penalty	<u>2500<sup>00</sup></u>	Abatement	<u>Completed 4-4-19</u>
Item 4:	<u>Upheld</u>	Penalty	<u>625<sup>00</sup></u>	Abatement	<u>Completed 4-4-19</u>
Item 5:	<u>Upheld</u>	Penalty	<u>2500<sup>00</sup></u>	Abatement	<u>5-15-19</u>
Item 6:	<u>Upheld</u>	Penalty	<u>2500<sup>00</sup></u>	Abatement	<u>5-15-19</u>
Item 7:	<u>Group w/ Item #7</u>	Penalty	<u>0</u>	Abatement	<u>Completed 4-4-19</u>
Item 8:	<u>Upheld</u>	Penalty	<u>1000<sup>00</sup></u>	Abatement	<u>5-15-19</u>
Item 9:	<u>Red to NS</u>	Penalty	<u>0</u>	Abatement	<u>Completed 4-4-19</u>
Item 10:	<u>Upheld</u>	Penalty	<u>1250<sup>00</sup></u>	Abatement	<u>5-15-19</u>
Item 11:	<u>Red to NS</u>	Penalty	<u>0</u>	Abatement	<u>5-15-19</u>
Item 12:	<u>Upheld</u>	Penalty	<u>1250<sup>00</sup></u>	Abatement	<u>5-15-19</u>

**SAFETY ORDER 02:**

Item 1:	<u>Upheld</u>	Penalty	<u>0</u>	Abatement	<u>Completed 4-4-19</u>
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In consideration of the above amendments, the Employer:

1. ER retained w/ practical evaluation on forklifts
2. ER removed stars and purchased portable stair w/ handrails + guards.
3. ER retrain EE's on electrical cord awareness.
4. ER retain all EE's on LOTO for authorized level that are designated as authorized on 4-2-19
5. ER will retain awareness level EE's and send copies of abatement sign in sheets to abatement@DL.JV.Gov by 5-15-19

Co. ER will send photos of Hem #12  
abatement to JOSTHA Vinbov  
abatement GI @ DOL, IN. Gov

*May 15, 2019 will start a 10 month installment plan of \$13,250 with the last payment due Feb 15, 2020 for \$13,250*  
The TOTAL AGREED PENALTY is \$ 13,250  
THE EMPLOYER IS SATISFIED WITH THE AMENDMENTS STATED ABOVE AND ACCORDINGLY WAIVES ITS RIGHT TO FILE A NOTICE OF CONTEST OF THE SAFETY ORDER(S) AND NOTIFICATION(S) OF PENALTY AS AMENDED AND AGREES TO WITHDRAW ANY PREVIOUSLY FILED NOTICES OF CONTEST IN THIS MATTER.

Upon full execution of this Settlement Agreement ("Agreement") the Employer will post this Agreement for three (3) working days or until abatement is completed, whichever period is longer.

The Safety Order(s) and Notification(s) of Penalty are, and shall be, herein a final and enforceable Order of the Board of Safety Review.

The total AGREED PENALTY is due and payable within fifteen (15) working days from the Employer's execution of this Agreement. The Employer further agrees that if the AGREED PENALTY is not paid within fifteen working days from the Employer's execution of this Agreement, that the full amount of the penalty initially assessed against the Employer in the Safety Order(s) and Notification(s) of Penalty which are the subject of this Agreement is due and payable immediately.

Except for this Agreement, and IOSHA 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 Employer shall be deemed an admission by Employer 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 IOSHA matter economically and amicably, and they shall not be used for any other purpose, except as herein stated.

BURTON LUMBER COMPANY INC.

COMMISSIONER OF LABOR

By: Julie L. Smith  
Title: Secretary B.L.C.  
Date: 6/11/19

By: J. Alexander  
Title: D. N. Gov  
Date: 5/5/19

\*CDI denotes that abatement was Completed During Inspection.  
Note: EE refers throughout the document to Employee

# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
402 West Washington St - Room W195  
Indianapolis, IN 46204  
Phone: (317)232-2691 FAX: (317)233-3790



## Safety Order and Notification of Penalty

**To:**  
Burton Lumber Company Incorporated  
11384 West Polk Road  
Lexington, IN 47138

**Inspection Number:** 318102977  
**CSHO ID:** M0362  
**Optional Report No.:** 2120-19  
**Inspection Date(s):** 9/14/2018  
**Issuance Date:** 1/9/2019

**Inspection Site:**  
11384 West Polk Road  
Lexington, IN 47138

*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 and proof of abatement must be sent to the email address: [AbatementGI@dol.in.gov](mailto:AbatementGI@dol.in.gov) 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 be sent to the email address: [AbatementGI@dol.in.gov](mailto:AbatementGI@dol.in.gov) 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 sending the Petition to [AbatementGI@dol.in.gov](mailto:AbatementGI@dol.in.gov). 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 and sent to the email address [AbatementGI@dol.in.gov](mailto:AbatementGI@dol.in.gov). 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 via email at [AbatementGI@dol.in.gov](mailto:AbatementGI@dol.in.gov), 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.

**NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 1/9/2019. 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:** 318102977  
**Inspection Date(s):** 9/14/2018  
**Issuance Date:** 1/9/2019  
**CSHO ID:** M0362  
**Optional Report No.:** 2120-19

**Safety Order and Notification of Penalty**

**Company Name:** Burton Lumber Company Incorporated  
**Inspection Site:** 11384 West Polk Road, Lexington, IN 47138

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**Safety Order 01 Item 001**                      Type of Violation: **Serious**

29 CFR 1910.147(c)(1): The employer did not establish a program consisting of an energy control procedure, employee training and periodic inspections to ensure that before any employee performed any servicing or maintenance on a machine or equipment where the unexpected energizing, startup or release of stored energy could occur and cause injury, the machine or equipment shall be isolated from the energy source and rendered inoperative:

Saw Building - Hazardous energy control program (lockout/tagout) documentation for procedures, training, and periodic inspections, was not available for employees who performed maintenance activities such as, but not limited to; sharpening the Cleereman Industries saw.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**





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

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**Safety Order 01 Item 003**                      Type of Violation: **Serious**

29 CFR 1910.213(h)(1): The upper hood shall completely enclose the upper portion of the blade down to a point that will include the end of the saw arbor. The upper hood shall be constructed in such a manner and of such material that it will protect the operator from flying splinters, broken saw teeth, etc., and will deflect sawdust away from the operator. The sides of the lower exposed portion of the blade shall be guarded to the full diameter of the blade by a device that will automatically adjust itself to the thickness of the stock and remain in contact with stock being cut to give maximum protection possible for the operation being performed:

Gang Building - The DeWalt radial arm saw did not have the lower blade guards attached which created a potential struck-by hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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**Safety Order 01 Item 004**                      Type of Violation: **Serious**

29 CFR 1910.265(c)(5)(ii): Stairways were not provided with a standard handrail on at least one side or on any open side:

Saw Building - The stairway leading to the Cleereman Industries Inc. carriage did not have a handrail which created a potential struck-by hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$1,250.00**

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

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**Issuance Date:** 1/9/2019  
**CSHO ID:** M0362  
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**Safety Order and Notification of Penalty**

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**Safety Order 01 Item 005**                      Type of Violation: **Serious**

29 CFR 1910.265(c)(18)(i): Standards. Construction, operation, and maintenance of conveyors shall be in accordance with American National Standard B20.1 — 1957, which is incorporated by reference as specified in §1910.6:

- (a) Saw Building - Sprocket and chain conveyor, used to move cut boards to the operator of the PENDU machine, created a potential caught-in hazard in that no guarding was present at the junction of the chain drive and the tail pulley and no warning signs or barriers were present to inform the employees of the hazard.
- (b) Saw Building - The belt conveyor moving board from the Cleereman Industries Incorporated Saw System created a potential caught-in hazard in that no guarding was present at the head pulley and drive belt and no warning signs or barriers were present to inform the employees of the hazard.
- (c) Saw Building - The sweep conveyor used to move wood dust from under the planer and saw operations to outside of the building created a potential caught-in hazard in that no guarding was present at the connection of the sprocket and chain point, located at the turning point in the floor discharge and the conveyor was not covered or guarded to prevent employees from walking into the trench.
- (d) Saw Building - Chipper conveyor used to move scrap wood to the chipper created a potential caught-in hazard in that no guarding was present to prevent contact between the belt and the pulley under the conveyor system.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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

**Inspection Number:** 318102977  
**Inspection Date(s):** 9/14/2018  
**Issuance Date:** 1/9/2019  
**CSHO ID:** M0362  
**Optional Report No.:** 2120-19

**Safety Order and Notification of Penalty**

**Company Name:** Burton Lumber Company Incorporated  
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**Safety Order 01 Item 006**                      Type of Violation: **Serious**

29 CFR 1910.265(e)(1)(iii): Sheaves on rope-driven carriages shall be guarded at floor line with substantial housings:

Saw Building – The sheave mechanism used for movement of the tram portion of the Cleereman Saw System was not guarded at floor level which created a potential caught-in hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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

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**Inspection Date(s):** 9/14/2018  
**Issuance Date:** 1/9/2019  
**CSHO ID:** M0362  
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**Safety Order and Notification of Penalty**

**Company Name:** Burton Lumber Company Incorporated  
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**Safety Order 01 Item 007**                      Type of Violation: **Serious**

29 CFR 1910.265(e)(1)(v): Warning signs were not posted at possible entry points to log carriage areas:

Saw Building - Access to entry points along the east and west side of Cleereman carriage system were not marked with warning signs which created a potential struck-by/caught-in hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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

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**Safety Order 01 Item 008**                      Type of Violation: **Serious**

29 CFR 1910.303(f)(2): Each service, feeder, and branch circuit, at its disconnecting means or overcurrent device, was not legibly marked to indicate its purpose, nor located and arranged so the purpose was evident:

- a) Saw Building – The breaker box for the Cleereman Saw system located along the south wall was not marked with the purpose, voltage or amperage.
- b) Saw Building – The control box, disconnect and other systems for the Precision Husky Chipper was not marked with the voltage and amperage.
- c) Saw Building – Operational controls for the Brewco Saw was not marked with the voltage and amperage.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$1,250.00**

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

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**Safety Order 01 Item 009**                      Type of Violation: **Serious**

29 CFR 1910.303(g)(1)(ii): The required working space about electric equipment rated 600 volts, nominal, or less to ground, was used for storage:

Saw Building West Wall - Electrical equipment such as, but not limited to; the Square D control box for the Precision Husky chipper, was being used to store materials to include liquid drinks, protective equipment, and nails which created a potential electric shock hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**



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Occupational Safety and Health Administration

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**Safety Order 01 Item 010**                      Type of Violation: **Serious**

29 CFR 1910.303(g)(2)(i): Live parts of electric equipment operating at 50 volts or more were not guarded against accidental contact by approved cabinets or other forms of approved enclosures, or other means listed under this provision:

Saw Building West Wall - The Square D control box for the Precision Husky chipper had an open hole on the front door that allowed access to live parts over 400 volts which created a potential shock hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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

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**Safety Order 01 Item 011**                      Type of Violation: **Serious**

29 CFR 1910.305(g)(1)(iv)(A): Flexible cords and/or cables were used as a substitute for the fixed wiring of a structure:

Cleerman Saw - An extension cord was used to provide power to a variety of equipment such as, but not limited to; a fan and a phone charger which created a potential shock and fire hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$1,750.00**

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

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**Issuance Date:** 1/9/2019  
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**Safety Order 01 Item 012**                      Type of Violation: **Serious**

29 CFR 1910.305(g)(2)(iii): Flexible cords and cables were not connected to devices and fittings so that strain relief was provided that would prevent pull from being directly transmitted to joints or terminal screws:

General Electric C2000 (Box #2) – The control box for the Brewco E-Z Cut Big Band Resaw had a cord that was pulled away from the box exposing the conductors contained within which created a potential shock hazard.

**Date By Which Violation Must Be Abated:**                      **2/12/2019**  
**Proposed Penalty:**    **\$2,500.00**

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

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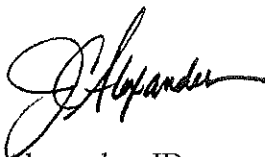
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**Safety Order 02 Item 001**                      Type of Violation: **NonSerious**

29 CFR 1904.39(a)(2): The in-patient hospitalization, amputation, or loss of an eye was not reported to OSHA within twenty-four (24) hours after the in-patient hospitalization of one or more employees or an employee's amputation or an employee's loss of an eye as a result of a work-related incident:

Facility - An injury resulting in in-patient hospitalization of an employee occurred on August 31, 2018 was not reported by the company to IOSHA.

**Date By Which Violation Must Be Abated:** 2/12/2019  
**Proposed Penalty:** \$2,500.00

  
Julie C. Alexander, JD  
Director of General Industry

# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
402 West Washington St - Room W195  
Indianapolis, IN 46204  
Phone: (317)232-2691 FAX: (317)233-3790



## INVOICE/DEBT COLLECTION NOTICE

**Company Name:** Burton Lumber Company Incorporated  
**Inspection Site:** 11384 West Polk Road, Lexington, IN 47138  
**Issuance Date:** 1/9/2019

**Summary of Penalties for Inspection Number: 318102977**

<b>Safety Order 1, Serious</b>	<b>= \$26,000.00</b>
<b>Safety Order 2, NonSerious</b>	<b>= \$2,500.00</b>
<b>TOTAL PENALTIES</b>	<b>= \$28,500.00</b>

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).

Julie C. Alexander, J.D.  
Director of General Industry

1-9-19

Date