

# 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:**  
Graber Box and Pallet FLP  
and its successors  
16301 Trammel Road  
Grabill, IN 46741

**Inspection Number:** 1707915  
**CSHO ID:** K1084  
**Optional Report No.:** 23-22  
**Inspection Date(s):** 11/02/2023 - 12/22/2023  
**Issuance Date:** 03/21/2024

**Inspection Site:**  
16301 Trammel Road  
Grabill, IN 46741

*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.*

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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 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.

**PMA's** - 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 03/21/2024.

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:** 1707915  
**CSHO ID:** K1084  
**Optional Report No.:** 23-22  
**Inspection Date(s):** 11/02/2023 - 12/22/2023  
**Issuance Date:** 03/21/2024



**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
**Inspection Site:** 16301 Trammel Road, Grabill, IN 46741

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

29 CFR 1910.212(a)(1): One or more methods of machine guarding was not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

New Resaw Room - Employees were exposed to amputation hazards on the Brewco Elite Resaw when the unused portion of the blade was not adequately guarded.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$2,400.00

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

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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 2 a**    Type of Violation: **Serious**

29 CFR 1910.213(c)(1): Circular handfed ripsaw(s) were not guarded by an automatically adjusting hood which completely enclosed that portion of the saw above the table and above the material being cut:

Main building - Employees were exposed to amputation hazards when ripping boards on the blue table saw with an orange wood cover when the rotating saw blade was not adequately guarded.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

April 23, 2024  
\$2,400.00

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

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**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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Safety Order 1 Item 2 b    Type of Violation: **Serious**

29 CFR 1910.213(c)(2): Hand-fed circular rip saw(s) were not furnished with a spreader to prevent material from squeezing the saw or being thrown back on the operator:

Main Building - Employees were exposed to struck-by hazards when ripping boards on the blue table saw with an orange wood cover when a spreader was not installed.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

April 23, 2024  
\$0.00



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

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**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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Safety Order 1 Item 2 c    Type of Violation: **Serious**

29 CFR 1910.213(c)(3): Hand-fed rip saw(s) did not have non kickback fingers or dogs so located as to oppose the thrust or tendency of the saw to pick up the material or to throw it back toward the operator:

Main Building - Employees were exposed to struck-by hazards when ripping boards on the blue table saw with an orange wood cover when non kickback fingers were installed forward of the blade and would not prevent a board from being picked up or thrown back at the employee.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

April 23, 2024  
\$0.00

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

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**Safety Order and Notification of Penalty**

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

29 CFR 1910.213(g)(1): Swing cutoff saw(s) were not provided with an automatically adjusting hood that completely enclosed the upper half of the saw, the arbor end, and the point of operation at all positions of the saw:

- a) Main Building - Employees were exposed to amputation hazards when cutting lumber to length on 3 swing cutoff saws when the lower portion of the blade was not guarded.
  
- b) Old Resaw Room - Employees were exposed to amputation hazards when cutting lumber to length on 2 swing cutoff saws when the lower portion of the blade was not guarded.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	April 23, 2024
Proposed Penalty:	\$4,200.00

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

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**Optional Report No.:** 23-22  
**Inspection Date(s):** 11/02/2023 - 12/22/2023  
**Issuance Date:** 03/21/2024



**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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**Safety Order 1 Item 4**      Type of Violation: **Serious**

29 CFR 1910.219(c)(2)(i): All exposed part(s) of horizontal shafting seven (7) feet or less from floor or working platform were not protected by stationary casing(s) enclosing shafting completely or by trough(s) enclosing sides and top or sides and bottom of shafting:

- a) New Resaw Room - An employee was exposed to an unguarded rotating shaft where the North machine transfers wood to the conveyor for stacking.
- b) Old Resaw Room - Employees were exposed to an unguarded rotating shaft on the front of the XL Ripper.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$4,200.00

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

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**Safety Order and Notification of Penalty**

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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 5 a**    Type of Violation: **Serious**

29 CFR 1910.219(d)(1): Pulley(s) with part(s) seven feet or less from the floor or work platform were not guarded in accordance with the requirements specified in 29 CFR 1910.219(m) and (o):

- a) Main Building - Employees were exposed to an in-going nip point on the resaw when the belt and pulley on the backside were not adequately guarded, and employees were exposed to caught-in hazards when the openings in the pulley were not guarded.
- b) Main Building - Employees were exposed to an in-going nip point on the plastic band chopper when the belt and pulley on the backside of the chopper were not adequately guarded.
- c) Old Resaw Room - Employees were exposed to an in-going nip point on the blue swing saw when the belt and pulley on the front of the saw were not adequately guarded.
- d) Pallet Room - Employees were exposed to an in-going nip point on the plastic band chopper when the belt and pulley on the backside of the chopper were not adequately guarded.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$4,200.00

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

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**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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**Safety Order 1 Item 5 b**    Type of Violation: **Serious**

29 CFR 1910.219(e)(1)(i): Horizontal belts which had both runs seven feet or less from the floor level were not guarded with a guard that extended to at least fifteen inches above the belt:

- a) Main Building - Employees were exposed to an in-going nip point on the Resaw when the belt and pulley on the backside of the saw was not adequately guarded.
- b) Main Building - Employees were exposed to an in-going nip point on the plastic band chopper when the belt and pulley on the backside of the chopper was not adequately guarded.
- c) Pallet Room - Employees were exposed to an in-going nip point on the plastic band chopper when the belt and pulley on the backside of the chopper was not adequately guarded.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

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

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

29 CFR 1910.219(e)(3)(i): Vertical or inclined belt(s) were not enclosed by guard(s) conforming to the requirements specified at 29 CFR 1910.219(m) and (o):

Old Resaw Room - Employees were exposed to an in-going nip point on the blue swing saw when the belt and pulley on the front of the saw was not adequately guarded.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

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

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**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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**Safety Order 1 Item 6**      Type of Violation: **Serious**

29 CFR 1910.219(f)(3): Sprocket wheels and chains which were seven (7) feet or less above floors or platforms were not enclosed:

- a) Main building - Employees were exposed to caught-in hazards when grabbing the nail gun or nail bucket from under the nailing bridge when the chain and sprocket were not adequately guarded.
- b) New Resaw Room - Employees were exposed to caught-in hazards on the North Saw when a chain and sprocket were not adequately guarded near the control panel and tools.
- c) New Resaw Room - Employees were exposed to caught-in hazards when operating the miter saw or sweeping near the Southwest Saw hydraulic control panel when the chain and sprocket were not adequately guarded.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$4,200.00

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

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**Issuance Date:** 03/21/2024



**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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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 7 a**    Type of Violation: **Serious**

29 CFR 1910.303(b)(2): Listed or labeled electrical equipment was not used or installed in accordance with instructions included in the listing or labeling:

- a) Old Resaw Area - Employees were exposed to a fire hazards when a double light switch was being used to turn 2 miter saws on and off, and was supplied by an extension cord.
- b) Old Resaw Area - Employees were exposed to a fire hazards when an light switch was being used to turn a miter saw on and off, and was supplied by an extension cord.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$1,800.00



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

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**Safety Order and Notification of Penalty**

**Company Name:** Graber Box and Pallet FLP  
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Safety Order 1 Item 7 b    Type of Violation: **Serious**

29 CFR 1910.305(a)(2)(x): Flexible cords and cables were not protected from accidental damage, as might be caused, for example, by sharp corners, projections, and doorways or other pinch points:

Old Resaw Area - Employees were exposed to electric shock when the extension cord going to the 2 miter saws was damaged on the flexible cord behind the female plug end.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

**Indiana Department of Labor**  
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**Safety Order and Notification of Penalty**

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Safety Order 1 Item 7 c    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:

- a) Old Resaw Room - Employees were exposed to fire hazards when a 110-volt extension cord with a three plug adapter was used to permanently power the 2 miter saws on the rolling workbench.
- b) Old Resaw Room - Employees were exposed to fire hazards when a 110-volt extension cord was used to permanently power a miter saw in the Old Resaw Room.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

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Safety Order 1 Item 7 d    Type of Violation: **Serious**

29 CFR 1910.334(a)(1): Portable electric equipment was not handled in a manner which would not cause damage:

Old Resaw Room - Employees were exposed to electrical hazards when 3 miter saws had the lock-off button and trigger switch zip-tied down.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$0.00

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

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**Safety Order and Notification of Penalty**

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**Safety Order 1 Item 8**      Type of Violation: **Serious**

29 CFR 1910.303(g)(1)(i): The dimension of the working space in the direction of access to live parts operating at 600 volts or less and likely to require examination, adjustment, servicing, or maintenance while alive was less than indicated in Table S1:

- a) Main Building - Employees were exposed to electrical hazards when opening a 480 V electrical panel to apply an energy control device to work on a piece of equipment. The space in front of the panel was reduced by a rolling table.
- b) Main Building - Employees were exposed to electrical hazards when opening a 480 V electrical panel to turn on and off lights when there was limited access space.
- c) Old Resaw Room - Employees were exposed to electrical hazards when opening a 480 V electrical panel to apply an energy control device to work on a piece of equipment. The space in front of the panel was blocked by wood planks and small sheets of plywood and did not have 3 feet of open space.

Date By Which Violation Must be Abated:  
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Corrected During Inspection  
\$1,800.00

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

29 CFR 1904.29(a): The employer did not use an OSHA 300, 301 and 300A Form or equivalent.

16301 Trammel Road, Grabill, IN 46741 - On or about 11/2/2023, the employer did not keep and maintain OSHA 300, 301, and 300A forms for the calendar years of 2020, 2021, and 2022.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

May 07, 2024  
\$0.00

A handwritten signature in black ink, appearing to read "Jameson Berry".

Jameson Berry  
IOSHA Director



## INVOICE/DEBT COLLECTION NOTICE

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**Company Name: Graber Box and Pallet FLP**  
**Inspection Site: 16301 Trammel Road, Grabill, IN 46741**  
**Issuance Date: 03/21/2024**

**Summary of Penalties for Inspection Number: 1707915**

Safety Order 1 Item 1, Serious	\$2,400.00
Safety Order 1 Item 2a, Serious	\$2,400.00
Safety Order 1 Item 2b, Serious	\$0.00
Safety Order 1 Item 2c, Serious	\$0.00
Safety Order 1 Item 3, Serious	\$4,200.00
Safety Order 1 Item 4, Serious	\$4,200.00
Safety Order 1 Item 5a, Serious	\$4,200.00
Safety Order 1 Item 5b, Serious	\$0.00
Safety Order 1 Item 5c, Serious	\$0.00
Safety Order 1 Item 6, Serious	\$4,200.00
Safety Order 1 Item 7a, Serious	\$1,800.00
Safety Order 1 Item 7b, Serious	\$0.00
Safety Order 1 Item 7c, Serious	\$0.00
Safety Order 1 Item 7d, Serious	\$0.00
Safety Order 1 Item 8, Serious	\$1,800.00
Safety Order 2 Item 1, Non Serious	\$0.00

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**TOTAL PROPOSED PENALTIES: \$25,200.00**

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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 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.

  
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Jameson Berry  
IOSHA Director

3/21/2024  
\_\_\_\_\_  
Date