

U.S. Department of Labor Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



12/15/2022

Amazon.com Services LLC – ALB1 Fulfillment Center
and its successors
1835 U.S. 9
Castleton On Hudson, NY 12033

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, “Employer Rights and Responsibilities Following an OSHA Inspection”, (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (518) 464-4338.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

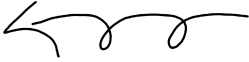
As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

A handwritten signature in black ink, appearing to read "Rita Young", with a stylized flourish at the end.

Rita Young, MS
Area Director

Enclosures

U.S. Department of Labor

Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



Citation and Notification of Penalty

To:
Amazon.com Services LLC – ALB1 Fulfillment
Center
and its successors
1835 U.S. 9
Castleton On Hudson, NY 12033

Inspection Number: 1610874
Inspection Date(s): 08/01/2022 - 12/15/2022
Issuance Date: 12/15/2022

Inspection Site:
1835 U.S. 9
Castleton On Hudson, NY 12033

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (518) 464-4338. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 401 New Karner Road, Suite 300, Albany, NY 12205 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1610874

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033
Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read “Corrected During Inspection” and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 401 New Karner Road, Suite 300, Albany, NY 12205.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.4 (a): The employer did not record each work-related fatality, injury or illness case that resulted in the general recording criteria on the OSHA Form 300 or equivalent:

At the Amazon ALB1 Fulfillment Center, Castleton on Hudson, NY, the employer did not record the following workplace injuries or illnesses on the OSHA Form 300 or equivalent for the calendar year 2022:

- a) On or about June 20, 2022, the employer failed to record a work-related injury that occurred on or about June 13, 2022. An employee working in the Outbound Dock felt pain in knee while performing work as a ship dock worker. The employee's injury resulted in medical treatment beyond first aid and missed workdays.
- b) On or about June 25, 2022, the employer failed to record a work-related injury that occurred on or about June 18, 2022. An employee working as a Packer rolled their left ankle due to an un-taped ergo mat resulting in an injury to the employee's ankle. The employee's injury resulted in medical treatment beyond first aid, days away from work, and restricted duty.
- c) On or about July 1, 2022, the employer failed to record a work-related injury that occurred on or about June 24, 2022. An employee working in Inbound Stow felt a sudden pain in the right shoulder when lifting a heavy box of kitty litter. The employee's injury resulted in restricted work and medical treatment beyond first aid.
- d) On or about July 7, 2022, the employer failed to record a work-related injury that occurred on or about 6/30/22. An employee was lifting an inflatable canoe while working in Pack Singles and felt pain in wrist which continued when picking up another box. The injury resulted in days away from work.
- e) On or about July 9, 2022, the employer failed to record a work-related injury that occurred on or about July 2, 2022. An employee working in the Ship Dock felt pinching pain in the lower back while lifting several pools back-to-back. The employee's injury resulted in medical treatment beyond first aid.
- f) On or about July 10, 2022, the employer failed to record a work-related injury that occurred on or about July 3, 2022. An employee was working Pack Singles where employee was packing, taping, and lifting boxes. Employee felt pain in the right forearm that went to the thumb that got worse over the course of the shift. The employee's injury resulted in medical treatment beyond first aid and restricted duty.

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033

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- g) On or about July 12, 2022, the employer failed to record a work-related injury that occurred on or about July 5, 2022. An employee working in Pick felt a pop and injured their shoulder while reaching to pick an item. The employee's injury resulted in restricted duty.
- h) On or about July 25, 2022, the employer failed to record a work-related injury that occurred on or about July 18, 2022. An employee was working in Pick and gradually felt increasing pain in right shoulder. Injury resulted in days away from work and medical treatment beyond first aid.
- i) On or about July 29, 2022, the employer failed to record a work-related injury that occurred on or about July 23, 2022. An employee was working in Pack Singles when boxes fell from overhead, striking him in the chest, causing him to drop a box on his foot. The employee's injury resulted in restricted duty.
- j) On or about August 4, 2022, the employer failed to record a work-related injury that occurred on or about July 28, 2022. An employee felt pinching pain in shoulder while pulling carts. The employee's injury resulted in restricted duty.
- k) On or about August 5, 2022, the employer failed to record a work-related injury that occurred on or about July 29, 2022. An employee working in the Inbound Transship Area sustained a laceration to their right thumb caused by a strap that popped and struck the employee's thumb. The injury resulted in medical treatment beyond first aid.

Date By Which Violation Must be Abated:
Proposed Penalty:

December 27, 2022
\$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1610874
Inspection Date(s): 08/01/2022 - 12/15/2022
Issuance Date: 12/15/2022



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033

Citation 1 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1904.7(b)(4): The employer did not correctly classify the following work-related injuries or illnesses on the OSHA Form 300 or equivalent.

On or about August 1, 2022, the employer did not enter correctly the following work-related injuries or illnesses on the OSHA Form 300 or equivalent for the calendar year 2022.

a) On or about July 26, 2022, an employee was struck by a mattress that fell on his right shoulder while working at a slam station in Box on Demand (BOD). The employer did not record the days of restricted work after the injury.

Date By Which Violation Must be Abated:
Proposed Penalty:

December 27, 2022
\$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033

Citation 1 Item 3 Type of Violation: **Other-than-Serious**

29 CFR 1904.29(b)(3): The employer did not record the case on their OSHA form within seven calendar days of receiving information that a recordable injury or illness has occurred:

At the Amazon ALB1 Fulfillment Center, Castleton on Hudson, NY, the employer failed to record the following workplace injuries within seven calendar days of receiving information that the injury occurred:

- a) On or about June 9, 2022, an employee working in Pack Singles sustained a recordable injury caused by lifting heavy boxes from a tote. The employee was placed on restricted duty as a result of the injury. Amazon failed to record the injury on their OSHA Form 300 within seven calendar days, on or about June 16, 2022.
- b) On or about June 22, 2022, an employee working in the Ship Dock sustained an injury to their shoulder while pulling a cage. The employee was placed on restricted duty as a result of the injury. Amazon failed to record the injury on their OSHA Form 300 within seven calendar days, on or about June 29, 2022.

Date By Which Violation Must be Abated:
Proposed Penalty:

December 27, 2022
\$2,072.00

A handwritten signature in black ink, appearing to read "Rita Young".

Rita Young, MS
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



**INVOICE /
DEBT COLLECTION NOTICE**

Company Name: Amazon.com Services LLC – ALB1 Fulfillment Center
Inspection Site: 1835 U.S. 9, Castleton On Hudson, NY 12033
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1610874

Citation 1 Item 1, Other-than-Serious	\$2,072.00
Citation 1 Item 2, Other-than-Serious	\$2,072.00
Citation 1 Item 3, Other-than-Serious	\$2,072.00

TOTAL PROPOSED PENALTIES: \$6,216.00

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but

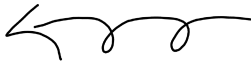
will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.



Rita Young, MS
Area Director

12/15/2022

Date

U.S. Department of Labor Occupational Safety and Health Administration
1387 S. Vinnell Way
Suite 218
Boise, ID 83709



12/15/2022

Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2
and its successors
5319 E Franklin Rd
Nampa, ID 83687

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (208) 321-2960.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

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Sincerely,

David G. Kearns
Area Director

Enclosures

U.S. Department of Labor

Occupational Safety and Health Administration
1387 S. Vinnell Way
Suite 218
Boise, ID 83709



Citation and Notification of Penalty

To:
Amazon.com Services LLC, dba Amazon Fulfillment
Center BOI2
and its successors
5319 E Franklin Rd
Nampa, ID 83687

Inspection Number: 1611861
Inspection Date(s): 08/01/2022 - 08/05/2022
Issuance Date: 12/15/2022

Inspection Site:
5295 E Franklin Rd
Nampa, ID 83687

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (208) 321-2960. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

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<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

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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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 1387 S. Vinnell Way, Suite 218, Boise, ID 83709 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1611861

Company Name: Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2

Inspection Site: 5295 E Franklin Rd, Nampa, ID 83687

Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 1387 S. Vinnell Way, Suite 218, Boise, ID 83709.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1611861
Inspection Date(s): 08/01/2022 - 08/05/2022
Issuance Date: 12/15/2022



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2
Inspection Site: 5295 E Franklin Rd, Nampa, ID 83687

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.7(b)(4): The employer failed to enter the correct number of calendar days for a work-related injury on the OSHA Form 300 or equivalent.

a) Case No. 119 (Stow) occurring on 6/10/2022, an employee injured their right hand after lifting a heavy item in stow. The injury resulted in an on-job transfer or restriction that began on 6/24/2022. The injury recorded 25 work restricted workdays even though there at least 38 restricted workdays.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

January 09, 2023
\$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2
Inspection Site: 5295 E Franklin Rd, Nampa, ID 83687

Citation 1 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1904.40(a): The employer did not provide an authorized government representative the records within the four business hours.

On or about 8/1/2022, the employer failed to provide OSHA 301 Injury and Illness Incident Reports for injuries and/or illnesses included in their 2022 calendar year OSHA 300 Log within four business hours. The company provided incomplete records approximately nine hours after the initial request. Upon receipt, the missing OSHA 301s included OSHA 300 Log case numbers 26, 28, 29, 31-43, 45-78, 80-83, and 85-110. The violations included, but were not limited to the following:

- (a) Case No. 43 (AFE Pack Stations) occurring on 3/6/2022, an employee sustained an injury to the back after lifting boxes at their pack station. The injury resulted in job transfer or restriction for 67 days.
- (b) Case No. 59 (Station 4390) occurring on 3/28/2022, an employee sustained a wrist pain while lifting a tote with items. The injury resulted in job transfer or restriction for 102 days.
- (c) Case No. 61 (Pick Station 3337) occurring on 3/27/2022, an employee sustained a wrist sprain while picking items from a lower pod. The injury resulted in job transfer or restriction for 125 days.
- (d) Case No. 65 (AFE / Rebin Pack Stations) occurring on 3/28/2022, an employee sustained a back injury during rebinning activities. The injury resulted in job transfer or restriction for 36 days.
- (e) Case No. 67 (Stow Stations) occurring on 4/2/2022, an employee was stowing an item and felt pain in their left thumb. The injury resulted in job transfer or restriction for 96 days.
- (f) Case No. 72 (AFE1 Station 110-1) occurring on 4/6/2022, an employee injured their back while working in AFE1 lifting heavy items all day. The injury resulted in job transfer or restriction for 69 days.
- (g) Case No. 81 (Stow Station) occurring on 5/10/2022, an employee injured their right wrist while working in stow after mishandling an empty tote/item. The injury resulted in job transfer or restriction for 82 days.
- (h) Case No. 88 (Decant) occurring on 5/13/2022, an employee injured their left wrist picking up a case of items in decant. The injury resulted in job transfer or restriction for 15 days.
- (i) Case No. 93 (Pick ARSAW Station 2134) occurring on 5/24/2022, an employee felt pain to right wrist while picking. The injury resulted in job transfer or restriction for 51 days.
- (j) Case No. 100 (Pick Station) occurring on 6/1/2022, an employee sustained an injured finger from jamming into an item while reaching into a bin. The injury resulted in job transfer or restriction for 59 days.
- (k) Case No. 105 (Pick Station) occurring on 5/10/2022, an employee sustained wrist pain from picking items. The injury resulted in job transfer or restriction for 15 days.

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1611861
Inspection Date(s): 08/01/2022 - 08/05/2022
Issuance Date: 12/15/2022



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2
Inspection Site: 5295 E Franklin Rd, Nampa, ID 83687

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

NOTE: This inspection will remain open pending additional review and evaluation. Further citations may be issued.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$2,072.00

David G. Kearns
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration
1387 S. Vinnell Way
Suite 218
Boise, ID 83709



**INVOICE /
DEBT COLLECTION NOTICE**

Company Name: Amazon.com Services LLC, dba Amazon Fulfillment Center BOI2
Inspection Site: 5295 E Franklin Rd, Nampa, ID 83687
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1611861

Citation 1 Item 1, Other-than-Serious	\$2,072.00
Citation 1 Item 2, Other-than-Serious	\$2,072.00

TOTAL PROPOSED PENALTIES: **\$4,144.00**

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor

(29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

David G. Kearns

Area Director

Date

U.S. Department of Labor Occupational Safety and Health Administration
1391 Speer Blvd, Suite 210
Denver, CO 80204



12/15/2022

Amazon.com Services LLC, dba DEN5 Amazon Sortation Center
and its successors
410 Terry Ave N
Seattle, WA 98109

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (303) 844-5285.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation, e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

Amanda S. Kupper

Amanda Kupper
Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
1391 Speer Blvd, Suite 210
Denver, CO 80204



Citation and Notification of Penalty

To:
Amazon.com Services LLC, dba DEN5 Amazon
Sortation Center
and its successors
410 Terry Ave N
Seattle, WA 98109

Inspection Site:
19799 E. 36th Dr.
Aurora, CO 80011

Inspection Number: 1611567
Inspection Date(s): 08/01/2022 - 10/19/2022
Issuance Date: 12/15/2022

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (303) 844-5285. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 1391 Speer Blvd, Suite 210, Denver, CO 80204 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1611567

Company Name: Amazon.com Services LLC, dba DEN5 Amazon Sortation Center

Inspection Site: 19799 E. 36th Dr., Aurora, CO 80011

Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 1391 Speer Blvd, Suite 210, Denver, CO 80204.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba DEN5 Amazon Sortation Center
Inspection Site: 19799 E. 36th Dr., Aurora, CO 80011

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.4(a): The employer did not record each work-related fatality, injury or illness case that resulted in the general recording criteria on the OSHA Form 300 or equivalent:

a) Amazon.com Services LLC dba DEN5 Amazon Sortation Center, 19799 E. 36th Dr., Aurora, CO 80011: On or about August 1, 2022, and at times prior, the employer did not record each workplace injury or illness on the OSHA Form 300 or equivalent for the calendar year 2022. Violative instances included but were not limited to:

1) Employee 1 (case # DEN5-22-486020d8) injured their left shoulder while at work on June 30, 2022. They were working Fluid Unload and felt a pull in their shoulder. AmCare follow up noted they were working in Amazon Robotics ("AR") and iCare said "stay away from pallet jacks and unloading - sent to scan on the NW and send them upstairs if she experiences any issues." This case was not recorded on the 2022 OSHA 300 Log and Amazon documented zero days of restricted work.

2) Employee 2 (case # DEN5-22-4aefb586) reported pain in their right shoulder starting on July 22, 2022, after working as a Water Spider and lifting packages repetitively over a high shuttle lip in AR Container build. They called AmCare from home on July 22, 2022, and were given a prescription for a muscle relaxer. They reported the injury on July 27, 2022, because continued work as a Water Spider and container building under the mezzanine were aggravating their shoulder pain. The iCare log indicated they were placed on the west side and moved to AR for a few days when they were injured. This case was not recorded on the 2022 OSHA 300 Log and Amazon documented no days of restricted work and no prescribed medications.

3) Employee 3 (case # DEN5-22-c8b49c70) injured their right elbow at work on July 26, 2022, while consolidating partial pallets into shuttles. The iCare log indicated they were moved to AR Container Build and were also moved to AR for a few days when they were injured. This case was not recorded on the 2022 OSHA 300 Log and Amazon documented no days of restricted work.

4) Employee 4 (case # DEN5-22-ba153cbf) injured their right ankle on July 26, 2022, when they started feeling pain during work as a Water Spider. The Austin log noted they were sent to AR Inducting, and iCare also noted worker "sent to AR east." This case was not recorded on the 2022 OSHA 300 Log and Amazon documented no days of restricted work.

Abatement Note: Abatement certification is required for this item (see enclosed "Certification of Corrective Action Worksheet").

Date By Which Violation Must be Abated:

March 20, 2023

Proposed Penalty:

\$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba DEN5 Amazon Sortation Center
Inspection Site: 19799 E. 36th Dr., Aurora, CO 80011

Citation 1 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1904.29(b)(3): Each recordable injury or illness was not entered on the OSHA 300 Log within seven (7) calendar days of receiving information that a recordable injury or illness occurred:

a) Amazon.com Services LLC dba DEN5 Amazon Sortation Center, 19799 E. 36th Dr., Aurora, CO 80011: On or about August 1, 2022, and at times prior, the employer did not correctly document the following workplace injuries on the OSHA Form 300 or its equivalent for the calendar year 2022 within seven (7) calendar days of receiving information of a recordable injury or illness occurrence. Violative instances included but were not limited to:

1) Employee 5 (case # DEN5-22-d4487207) injured their right leg on July 8, 2022, when they were working Fluid Load and dropped a package on their shin. iCare alluded to work restrictions prior to being sent offsite and the worker was assigned to be limited to loading prior to being sent offsite for care. However, the first day away from work recorded on the OSHA 300 Log was July 27, 2022. The worker was not listed on the original OSHA 300 Log provided by Amazon in August 2022. The second OSHA 300 Log provided by Amazon during the October 2022 onsite visit listed 17 days away from work and zero days restricted/transfer work. The third OSHA 300 Log provided by Amazon in November 2022, it listed 17 days away from work and 89 days restricted/transfer work.

Abatement Note: Abatement certification is required for this item (see enclosed "Certification of Corrective Action Worksheet").

Date By Which Violation Must be Abated:
Proposed Penalty:

March 20, 2023
\$2,072.00

Amanda S. Kupper

Amanda Kupper
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
1391 Speer Blvd, Suite 210
Denver, CO 80204



INVOICE / DEBT COLLECTION NOTICE

Company Name: Amazon.com Services LLC, dba DEN5 Amazon Sortation Center
Inspection Site: 19799 E. 36th Dr., Aurora, CO 80011
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1611567

Citation 2 Item 1, Other-than-Serious	\$2,072.00
Citation 2 Item 2, Other-than-Serious	\$2,072.00

TOTAL PROPOSED PENALTIES: **\$4,144.00**

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent

charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

Amanda S. Kupper

Amanda Kupper

Area Director

December 15, 2022

Date

U.S. Department of Labor Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



12/15/2022

Amazon.com Services LLC, dba DY01
and its successors
500 Hudson Valley Avenue
New Windsor, NY 12553

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (518) 464-4338.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

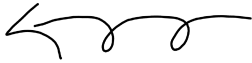
As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

A handwritten signature in black ink, appearing to read "Rita Young". The signature is fluid and cursive, starting with a large "R" and ending with a long horizontal stroke.

Rita Young, MS
Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



Citation and Notification of Penalty

To:
Amazon.com Services LLC, dba DY01
and its successors
500 Hudson Valley Avenue
New Windsor, NY 12553

Inspection Number: 1607234
Inspection Date(s): 07/18/2022 – 12/15/2022
Issuance Date: 12/15/2022

Inspection Site:
500 Hudson Valley Avenue
New Windsor, NY 12553

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (518) 464-4338. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 401 New Karner Road, Suite 300, Albany, NY 12205 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1607234

Company Name: Amazon.com Services LLC, dba DY01
Inspection Site: 500 Hudson Valley Avenue, New Windsor, NY 12553
Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 401 New Karner Road, Suite 300, Albany, NY 12205.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC, dba DYO1
Inspection Site: 500 Hudson Valley Avenue, New Windsor, NY 12553

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.29(b)(3): The employer did not enter each recordable injury or illness on the OSHA 300 Log and 301 Incident Report within seven (7) calendar days of receiving information that a recordable injury or illness has occurred:

At the Amazon DYO1 Delivery Center, New Windsor, NY, the employer failed to record the following workplace injuries within seven calendar days of receiving information that the injury occurred:

a) On or about July 30, 2022, an employee working in Pick to Buffer suffered a work-related back injury resulting in multiple days away from work. The employer did not record the injury on the OSHA 300 log for calendar year 2022 within 7 days of receiving information that the injury was recordable.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$2,072.00

A handwritten signature in black ink, appearing to read "Rita Young".

Rita Young, MS
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
401 New Karner Road, Suite 300
Albany, NY 12205



INVOICE / DEBT COLLECTION NOTICE

Company Name: Amazon.com Services LLC, dba DYO1
Inspection Site: 500 Hudson Valley Avenue, New Windsor, NY 12553
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1607234

Citation 1 Item 1, Other-than-Serious \$2,072.00

TOTAL PROPOSED PENALTIES: \$2,072.00

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.


Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational

Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.



Rita Young, MS

Area Director

12/15/2022

Date

U.S. Department of Labor Occupational Safety and Health Administration
1851 Executive Center Drive
Suite 227
Jacksonville, FL 32207



12/15/2022

Amazon.com Services LLC-MCO2
and its successors
2600 N Normandy Blvd.
Deltona, FL 32725

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (904) 232-2895.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

David Tisdale
Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
1851 Executive Center Drive
Suite 227
Jacksonville, FL 32207



Citation and Notification of Penalty

To:
Amazon.com Services LLC-MCO2
and its successors
2600 N Normandy Blvd.
Deltona, FL 32725

Inspection Number: 1608788
Inspection Date(s): 07/18/2022 - 07/22/2022
Issuance Date: 12/15/2022

Inspection Site:
2600 N Normandy Blvd.
Deltona, FL 32725

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (904) 232-2895. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 1851 Executive Center Drive, Suite 227, Jacksonville, FL 32207 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1608788

Company Name: Amazon.com Services LLC-MCO2
Inspection Site: 2600 N Normandy Blvd., Deltona, FL 32725
Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 1851 Executive Center Drive, Suite 227, Jacksonville, FL 32207.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1608788
Inspection Date(s): 07/18/2022 - 07/22/2022
Issuance Date: 12/15/2022



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC-MCO2
Inspection Site: 2600 N Normandy Blvd., Deltona, FL 32725

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.7(b)(4): The employer did not correctly classify the following work-related injuries or illnesses on the OSHA Form 300 or equivalent.

At 2600 N Normandy Blvd, Deltona, FL 32725: On or about 7/18/2022, the employer failed to enter the correct number of days of work restriction for the following work-related injury on the OSHA Form 300 or equivalent for the calendar year 2022:

(a) On or about 7/3/2022, an employee was lifting boxes and strained their left wrist. The injury was recorded on OSHA's Form 300 with 53 job transfer or restricted workdays even though there were at least 84 workdays of work restriction.

Abatement Certification and Documentation is required

Date By Which Violation Must be Abated:
Proposed Penalty:

December 30, 2022
\$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1608788
Inspection Date(s): 07/18/2022 - 07/22/2022
Issuance Date: 12/15/2022



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC-MCO2
Inspection Site: 2600 N Normandy Blvd., Deltona, FL 32725

Citation 1 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1904.40(a):The employer did not provide an authorized government representative the records within the four business hours.

(a) At 2600 N Normandy Blvd, Deltona, FL 32725: On or about 7/18/2022, the employer did not provide to OSHA, the OSHA Forms 300, 300a, and 301 within the four business hours of when they were requested.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

Quick Fix
\$2,072.00

David Tisdale
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration
1851 Executive Center Drive
Suite 227
Jacksonville, FL 32207



INVOICE / DEBT COLLECTION NOTICE

Company Name: Amazon.com Services LLC-MCO2
Inspection Site: 2600 N Normandy Blvd., Deltona, FL 32725
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1608788

Citation 1 Item 1, Other-than-Serious	\$2,072.00
Citation 1 Item 2, Other-than-Serious	\$2,072.00

TOTAL PROPOSED PENALTIES: **\$4,144.00**

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent

charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

David Tisdale

Area Director

Date

U.S. Department of Labor Occupational Safety and Health Administration
2020 S. Arlington Heights Road
Suite 102
Arlington Heights, IL 60005



12/15/2022

Amazon.com Services LLC - MDW8
and its successors
1750 Bridge Dr,
Waukegan, IL 60085

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (847) 227-1700.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.

Sincerely,

Angeline Loftus
Area Director

Enclosures

U.S. Department of Labor

Occupational Safety and Health Administration
2020 S. Arlington Heights Road
Suite 102
Arlington Heights, IL 60005



Citation and Notification of Penalty

To:

Amazon.com Services LLC - MDW8
and its successors
1750 Bridge Dr,
Waukegan, IL 60085

Inspection Number: 1608898**Inspection Date(s):** 07/18/2022 - 12/15/2022**Issuance Date:** 12/15/2022**Inspection Site:**

1750 Bridge Dr,
Waukegan, IL 60085

The violation(s) described in this Citation 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.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period by calling (847) 227-1700. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the [pay.gov](http://www.pay.gov) homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 12/15/2022. The conference will be held by telephone or at the OSHA office located at 2020 S. Arlington Heights Road, Suite 102, Arlington Heights, IL 60005 on _____ at _____ . Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1608898

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085
Issuance Date: 12/15/2022

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 2020 S. Arlington Heights Road, Suite 102, Arlington Heights, IL 60005.**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085

Citation 1 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1904.7(b)(3): The employer did not correctly classify the following work-related injuries or illnesses involving days away from work and/or failed to enter the number of calendar days away from work on the OSHA Form 300 or equivalent:

Amazon.com Services LLC - MDW8 in Waukegan, IL - On or about July 18, 2022, and November 18, 2022, the employer had not correctly entered the following workplace injury on the OSHA Form 300 or its equivalent for the calendar year 2022. Violative instances included but were not limited to:

(a) Case No. 10 (Outbound Ship Dock Load - upper back injury while manually moving a gas grill) occurring on 6/22/2022 was not filled out under Column H to classify the case as involving days away from work and Column K to include the number of days away from work. The case was classified as an other recordable case without any days away from work even though the injury resulted in days away from work.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

January 12, 2023
\$2,072.00



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085

Citation 1 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1904.7(b)(4): The employer did not correctly classify the following work-related injuries or illnesses involving restricted work or job transfer and/or failed to enter the number of calendar days of job transfer or restriction on the OSHA Form 300 or equivalent:

Amazon.com Services LLC - MDW8 in Waukegan, IL - On or about November 18, 2022, and July 18, 2022, the employer had not correctly entered the following workplace injuries on the OSHA Form 300 or its equivalent for the calendar year 2022. Violative instances included but were not limited to:

(a) Case No. 10 (Outbound Ship Dock Load - upper back injury while manually moving a gas grill) occurring on 6/22/2022 was not filled out under Column L to include the number of days on job transfer or restriction. The case was classified at an other recordable case without any days of job transfer or restriction even though the injury resulted in days of job transfer/restriction.

(b) Case No. 8 (Outbound Ship Dock Sort - lower leg injury while manually moving fitness equipment) occurring on 6/23/2022 was not filled out under Column L to include the number of days on job transfer or restriction. The case was initially recorded as a days away from work case without any days of job transfer or restriction even though the injury resulted in days of job transfer/restriction.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

January 12, 2023
\$2,072.00



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085

Citation 1 Item 3 Type of Violation: **Other-than-Serious**

29 CFR 1904.29(b)(1): The employer did not provide the required injury or illness descriptions on the OSHA Form 300 or equivalent:

Amazon.com Services LLC - MDW8 in Waukegan, IL - On or about July 18, 2022, the employer had not provided the required description of the injury or illness, parts of body affected, and object/substance that directly injured or made person ill on the OSHA Form 300 or its equivalent for the calendar year 2022. Violative instances included but were not limited to:

(a) Case No. 9 (Outbound Ship Dock Pick - head injury) occurring on 6/20/2022 did not contain a complete entry in Column F, description for the recordable injury. Column F only contained the word 'Strain'. Missing was the part(s) of the body affected, head, and the object/substance that directly injured the employee, PIT harness hook fixture. In addition, the primary injury was not a strain of a muscle but rather a head injury. The secondary injury was a cervical strain.

(b) Case No. 10 (Outbound Ship Dock Load - upper back injury) occurring on 6/22/2022 did not contain a complete entry in Column F, description for the recordable injury. Column F only contained the work 'Strain'. Missing was the part(s) of the body affected, upper back, and the object and the object/substance that directly injured the employee, a 90 lb. propane gas grill.

(c) Case No. 8 (Outbound Ship Dock Sort - lower leg injury) occurring on 6/23/2022 did not contain a complete entry in Column F, description for the recordable injury. Column F only contained the word 'Left lower Sin [sic]'. Missing was the nature of the injury, contusion, and the object/substance that directly injured the employee, a 148 lb. fitness equipment package.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated: January 12, 2023
Proposed Penalty: \$2,072.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085

Citation 1 Item 4 Type of Violation: **Other-than-Serious**

29 CFR 1904.29(b)(2): The employer did not fill out or correctly fill out an OSHA Form 301 or equivalent for each recordable injury or illness:

Amazon.com Services LLC - MDW8 in Waukegan, IL - On or about July 18, 2022, the employer had not filled out OSHA Forms 301 in completeness for the calendar year 2022. Violative instances included but were not limited to:

(a) Case No. 10 (Outbound Ship Dock Load - upper back injury) occurring on 6/22/2022 had an OSHA Form 301 that was not filled out in a complete manner. Question 15 was filled out 'Strain' and failed to describe how the injury occurred, employee tried to TPS a 90 lb. propane gas grill package while loading a trailer. Question 16 was filled out 'Strain' and failed to describe what the injury was in terms of part of the body affected, upper back. Question 17 was filled out 'Other equipment; Other' and failed to describe what object directly harmed the employee, a 90 lb. propane gas grill package.

(b) Case No. 8 (Outbound Ship Dock Sort - lower leg injury) occurring on 6/23/2022 had an OSHA Form 301 that was not filled out in a complete manner. Question 16 was filled out 'Left lower sin [sic]' and failed to describe what the injury was in terms of how that part of the body was affected, contusion. Question 17 was not filled out and failed to describe what object directly harmed the employee, a 148 lb. fitness equipment package.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

January 12, 2023
\$2,072.00

Angeline Loftus
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
2020 S. Arlington Heights Road
Suite 102
Arlington Heights, IL 60005



**INVOICE /
DEBT COLLECTION NOTICE**

Company Name: Amazon.com Services LLC - MDW8
Inspection Site: 1750 Bridge Dr., Waukegan, IL 60085
Issuance Date: 12/15/2022

Summary of Penalties for Inspection Number: 1608898

Citation 1 Item 1, Other-than-Serious	\$2,072.00
Citation 1 Item 2, Other-than-Serious	\$2,072.00
Citation 1 Item 3, Other-than-Serious	\$2,072.00
Citation 1 Item 4, Other-than-Serious	\$2,072.00

TOTAL PROPOSED PENALTIES: **\$8,288.00**

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. The direct link is: <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to two times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

Angeline Loftus

Area Director

Date