

U.S. Department of Labor

Occupational Safety and Health Administration
1222 Spruce Street
Room 9.104
Saint Louis, MO 63103
Phone: 314-425-4249 Fax: 314-425-4289



Citation and Notification of Penalty

To:

Piramal Glass - USA, Inc.
and its successors
1000 Taylor Ave.
Park Hills, MO 63601

Inspection Number: 1056150

Inspection Date(s): 04/14/2015 – 09/23/2015

Issuance Date: 10/09/2015

Reply to the Attn. of: Response Team Leader

Inspection Site:

1000 Taylor Ave.
Park Hills, MO 63601

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. 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 on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type “OSHA” and click Go. From the results, click on **OSHA Penalty Payment Form**. 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 10/09/2015. The conference will be held by telephone or at the OSHA office located at 1222 Spruce Street, Room 9.104, Saint Louis, MO 63103 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1056150

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601
Issuance Date: 10/09/2015

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, 1222 Spruce Street, Room 9.104, Saint Louis, MO 63103**

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: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.22(a)(2): Floor(s) of workroom(s) were not maintained in a clean and, so far as possible, a dry condition:

a. In the bottle making department, around the IS machines, oil leaks from the machines and possibly from other uses of combustible oil (swab and glass flow), were not adequately prevented from flowing onto the floor, with saturated oil dry observed around the machines during the inspection. There were reported instances of oil igniting on the floor around the IS machines. (Note: saturated oil dry samples were tested positive for ignitability.)

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	11/08/2015
Proposed Penalty:	\$5000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1910.132(b): Where employees provided their own protective equipment, the employer did not assure its adequacy, including proper maintenance, and sanitation of such equipment:

a. Where employees working at the IS bottle making machines wore their own shirts and pants (not company provided uniforms), the employer did not assure that flame-resistant (FR) protection was used as stated in the PPE program ("FR clothing"); the employer did not assure that FR clothing bought by the employees was laundered according to the manufacturer's instructions.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

11/08/2015
\$5000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 3 a Type of Violation: **Serious**

29 CFR 1910.132(d)(1)(ii): When the employer had assessed the workplace hazard(s) and determined that hazard(s) were present, the employer did not communicate the selection decision(s) to each affected employee:

a. Flame-resistant clothing requirements were not communicated to employees. Employees did not know what clothing was required, including whether the clothing was flame-resistant (FR) when working at the IS bottle making machines, where they were exposed to burn hazards. Employees did not know if company uniforms were required, if company uniforms were FR, or if non-uniform clothing was required to be FR.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

11/08/2015
\$7000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 3 b Type of Violation: **Serious**

29 CFR 1910.132(f)(1): The employer did not provide training to each employee who is required by this section to use personal protective equipment (including 1910.132(f)(1)(i), (ii), (iv)):

a. Employees did not know what clothing was required, including whether the clothing was flame-resistant (FR) when working at the IS bottle making machines, where they were exposed to burn hazards. Employees did not know if company uniforms were required, if company uniforms were FR, or if non-uniform clothing was required to be FR. Employees did not know the limitations of the clothing provided, such as that cotton pants provide less protection than FR when exposed to burn and ignition hazards.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/08/2015



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 3 c Type of Violation: **Serious**

29 CFR 1910.132(h)(1): The employer did not provide the protective equipment, including personal protective equipment (PPE), used to comply with this part, at no cost to employees:

a. Flame-resistant clothing was not provided to hot end employees at no cost.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/08/2015



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.

Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 4 Type of Violation: **Serious**

29 CFR 1910.132(d)(2): The employer did not verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated, the person certifying that the evaluation has been performed, the date(s) of the hazard assessment, and, which identifies the document as a certification of hazard assessment:

a. The company written hazard assessment, "Personal Protective Equipment (PPE) Plan For Piramal - FRG," (Program #08-125) dated 10/28/14, was not certified. Section 5.2 of the written program states, "Certification of the hazard assessment should identify the workplace evaluated, the person certifying that the assessment has been performed...The certification must be in written form."

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

11/08/2015

Proposed Penalty:

\$3000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 5 Type of Violation: **Serious**

29 CFR 1910.157(g)(2): The educational program to familiarize employees with the general principles of fire extinguisher use and the hazards involved with incipient stage fire fighting was not provided to all employees upon initial employment and at least annually thereafter:

a. In the hot end, not all employees were provided initial or annual training on the use of fire extinguishers. Fires periodically ignite as a result of hot, molten glass, falling onto combustible oil.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	11/08/2015
Proposed Penalty:	\$5000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 1 Item 6 Type of Violation: **Serious**

29 CFR 1910.1200(h)(3)(iii): Employee training did not include the measures employees can take to protect themselves from chemical hazards, including specific procedures the employer had implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures and personal protective equipment to be used:

a. In the Hot End, Bottle Production department, specific procedures were not developed and implemented to respond to jam-ups on conveyors, such as the primary conveyors. Employees used a variety of methods and tools in order to remove hot, fused glass bottles from the line, such as pulling and pushing onto the floor, exposing them to burn hazards to the skin and/or ignition hazards to the employee's clothing, which were hazards stated in the employer's personal protective equipment program.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	11/08/2015
Proposed Penalty:	\$7000.00



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 2 Item 1 Type of Violation: **Willful**

29 CFR 1910.132(a): Protective equipment, was not provided or used, including protective clothing, when hazards capable of causing injury and impairment were encountered:

- a. In the hot end, during operation of the IS bottle making machines, where the company personal protective equipment (PPE) program and hazard assessment required flame-resistant (FR) clothing, and where an employee suffered a third degree burn injury to his lower body as a result of a fire on 4-11-15, FR pants were not required and were not worn.
- b. In the hot end, during operation of the IS bottle making machines, where the company personal protective equipment program and hazard assessment required flame-resistant (FR) clothing, employees were not required to wear FR pants and shirts.
- c. In the hot end, during operation of the IS bottle making machines, where the company personal protective equipment program and hazard assessment required flame-resistant (FR) clothing, employee(s) were not prohibited from wearing short sleeve T-shirts.

(Note: Flame-resistant (FR) clothing is designated according to American Society for Testing and Materials (ASTM) or National Fire Protection Association (NFPA).)

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

11/08/2015
\$70000.00

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

Inspection Number: 1056150
Inspection Date(s): 04/14/2015 -
Issuance Date: 10/09/2015



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

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: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

Citation 3 Item 1 Type of Violation: **Repeat**

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

a. Employees working at the IS bottle making machines in the hot end, who were exposed to chemical products such as, but not limited to, G-Coat-H110, "tin oxide" (Monobutyl Tin Trichloride), physical and health hazard information and training was not provided, including the corrosiveness and chemical burn hazards, and systemic damage to blood, kidneys, liver, immune system, and central nervous system.

Piramal Glass - USA, Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.1200(h)(1), which was contained in OSHA inspection number 954738, citation number 1, item number 1, issued on 02/11/2014, and was affirmed as a final order on 03/25/2014.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citation(s).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

11/08/2015
\$20000.00

A handwritten signature in black ink, appearing to be "D. H. J.", written over a horizontal line. There is a small mark to the left of the signature.

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: 1056150
Inspection Date(s): 04/14/2015 -
Issuance Date: 10/09/2015



Citation and Notification of Penalty

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601

William McDonald
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
1222 Spruce Street
Room 9.104
Saint Louis, MO 63103
Phone: 314-425-4249 Fax: 314-425-4289



INVOICE / DEBT COLLECTION NOTICE

Company Name: Piramal Glass - USA, Inc.
Inspection Site: 1000 Taylor Ave., Park Hills, MO 63601
Issuance Date: 10/09/2015

Summary of Penalties for Inspection Number	1056150
Citation 1, Serious	\$32000.00
Citation 2, Willful	\$70000.00
Citation 3, Repeat	\$20000.00
TOTAL PROPOSED PENALTIES	\$122000.00

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 on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. 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

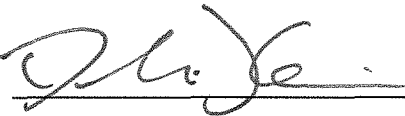
original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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.



William McDonald

Area Director



Date