



Citation and Notification of Penalty

Company Name: U.S. POSTAL SERVICE
Inspection Site: 2323 FOREST AVE, Des Moines, IA 50311

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

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to recognized hazards related to working outside during periods of high heat levels while delivering the U.S. mail:

- (a) On or about June 9, 2016, Central Iowa was under the first high heat levels with temperatures in the 90s. On June 6, 2016, the National Weather Service of Central Iowa began to warn of high heat levels to arrive June 9, 2016 where heat indices would be 93-95 degrees Fahrenheit. Additionally, on June 8, 2016 Polk County Public Health via WHO-TV warned of dangerous heat levels for June 9, 2016 and the weekend. At approximately 09:54 am, the temperature was approximately 84.9 degrees Fahrenheit with a humidity level about 51%, creating a heat index of 86.6 degrees Fahrenheit. The seasonal elevated ambient outdoor temperatures were increasing throughout the day and the afternoon temperatures at about 1:54 pm reached 93.0 degrees Fahrenheit with humidity level of 35% creating a heat index of 93.0 degrees Fahrenheit. Employees of United States Postal Service (USPS) Des Moines, IA were exposed to these high levels of ambient heat during the performance of their mail delivery duties to customers in and around Des Moines, IA.

A city carrier had not become acclimatized to walking and delivering mail in high heat levels. At times, the carrier worked from a USPS vehicle without air-conditioning that was sitting in the sun. Heat indices obtained under similar conditions inside the vehicle reached approximately 132 degrees Fahrenheit. The carrier was exposed to high heat for approximately four and one-half hours while delivering mail on Route #1213 that was a hilly and sunny route. The carrier utilized a mail bag weighing up to 15 pounds. The carrier developed and suffered a heat related illness.

- (b) On or about July 21, 2016, Central Iowa was under an Excessive Heat Warning from the National Weather Service. At approximately 8:54 am, the temperature was about 84.9 degrees Fahrenheit with 69% humidity, creating a heat index of 92.1 degrees Fahrenheit. The seasonal elevated ambient outdoor temperatures were increasing throughout the day. At 1:54pm, the temperature increased to 95 degrees Fahrenheit with humidity level of 58% creating a heat index of 111.4 degrees Fahrenheit. Employees of USPS Des Moines, IA were exposed to these excessive levels of ambient heat during the performance of their mail delivery duties to customers in and around Des Moines, IA.

At approximately 9:00 am, a city carrier assistant (CCA) began to deliver mail on a walking route to approximately 400 customers. This walking route was in the direct sun and the CCA carried a mail bag weighing up to 10 pounds. At times, the CCA worked from a USPS vehicle without air-conditioning that was sitting in the sun. Heat indices obtained under similar conditions inside the vehicle reached

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



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approximately 132 degrees Fahrenheit. At approximately 10:54 am, the heat index was about 101.6 degrees Fahrenheit; the CCA began experiencing disorientation and memory loss. At approximately, 12:54 pm, the temperature was 93.9 degrees Fahrenheit with a humidity level of 56% creating a heat index of 106.9 degrees Fahrenheit. The CCA was more disoriented and nauseous. At approximately 1:30 pm, the CCA called 911 and at approximately 2:00 pm was taken to the emergency room for treatment of heat exhaustion and dehydration from exposure to extremely high levels of ambient heat.

The U.S. Postal Service was previously cited for a violation of the OSH ACT of 1970 Section (5)(a)(1), which was contained in OSHA inspection number 917092, citation number 1, item number 1 and was affirmed as a final order on 04/30/2014, with respect to a workplace located at 20 Forest Street, Medford, MA 02155.

The U.S. Postal Service was previously cited for a violation of the OSH ACT of 1970 Section (5)(a)(1), which was contained in OSHA inspection number 538158, citation number 1, item number 1 and was affirmed as a final order on 10/24/2014, with respect to a workplace located at 3525 South Cottage Avenue, Independence, MO 64055.

Among other methods, feasible and acceptable means of hazard abatement include:

- (i) Acclimatizing employees returning to work after an extended absence to working in the heat;
- (ii) Training supervisors and other employees in the proper response to employees reporting heat induced illness symptoms, which includes stopping work, getting to a cool place, and providing help, evaluation and medical assistance,
- (iii) Requiring trained supervisors to go into the field and conduct in-person evaluations of employees complaining of heat induced symptoms, arranging for medical attention or other assistance as necessary;
- (iv) Establishing work rules and practices that encourage employees to seek assistance and evaluation when experiencing heat stress symptoms; and,
- (v) Establishing a heat-related illness prevention program which incorporates guidelines from the National Institute for Occupational Safety and Health (NIOSH) document 2013-143 Workplace Solutions: Preventing Heat-related Illness or Death of Outdoor Workers that includes the following measures:
 - 1. Training for supervisors and workers to prevent, recognize, and treat heat-related illness
 - 2. Implementing a heat acclimatization program for workers
 - 3. Providing for and encouraging proper hydration with proper amounts and types of fluids
 - 4. Establishing work/rest schedules appropriate for the current heat stress conditions
 - 5. Ensuring access to shade or cool areas
 - 6. Monitoring workers during hot conditions

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

Inspection Number: 1158653
Inspection Date(s): 06/29/2016 -
Issuance Date: 09/30/2016



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7. Providing prompt medical attention to workers who show signs of heat-related illness
8. Evaluating work practices continually to reduce exertion and environmental heat stress
9. Monitoring weather reports daily and rescheduling jobs with high heat exposure to cooler times of the day

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 11/03/2016
Proposed Penalty: \$68,591.00

A handwritten signature in blue ink, appearing to read "L. Davidson", is written over a horizontal line.

Larry O. Davidson, Sr.
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
210 Walnut Street
Room 815
Des Moines, IA 50309
Phone: 515-284-4794 Fax: 515-284-4058



INVOICE / DEBT COLLECTION NOTICE

Company Name: U.S. POSTAL SERVICE
Inspection Site: 2323 FOREST AVE, Des Moines, IA 50311
Issuance Date: 09/30/2016

Summary of Penalties for Inspection Number	1158653
Citation 1, Repeat	\$68591.00
TOTAL PROPOSED PENALTIES	\$68591.00

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.

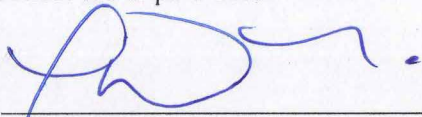
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 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.

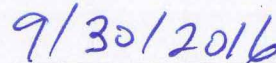
Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per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



Larry O. Davidson, Sr.

Area Director



Date