

# Indiana Department of Labor

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



*certified mail # 7016 3010 0001 0288 6418 12-21-17 jh*

## Safety Order and Notification of Penalty

**To:**  
Heng's Industries USA LLC  
3500 Lexington Park Drive  
Elkhart, IN 46514

**Inspection Number:** 318092236  
**CSHO ID:** A9888  
**Optional Report No.:** 33-17  
**Inspection Date(s):** 11/16/2017 - 12/13/2017  
**Issuance Date:** 12/21/2017

**Inspection Site:**  
3500 Lexington Park Drive  
Elkhart, IN 46514

*The violation(s) described in this Safety Order and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

An inspection of your place of employment has revealed conditions which we believe do not comply with the provisions of the Indiana Occupational Safety and Health Act (Indiana Code Chapter 22-8-1.1) or the standards or rules adopted thereunder. Accordingly, enclosed please find safety order(s) and notification(s) of penalty describing such violation(s) with references to applicable standards, rules, or provisions of the statute and stating the amount of any penalty(ies).

**Informal Conference** - Please be advised that it may be possible to informally settle any potential dispute without initiating the more elaborate proceedings brought on by a petition for review. Prior to filing a petition for review, you may request an informal conference concerning any of the results of the inspection (safety orders, penalties, abatement dates, etc.) by contacting the Indiana Department of Labor/IOSHA, preferably by telephone, in a prompt manner. Please be advised that a request for an informal conference cannot extend the fifteen working day period for filing a petition for review. Informal conferences frequently resolve any possible disputes, and therefore you are urged to take advantage of this opportunity. Because of the limited time period and in order to facilitate scheduling, any requests for an informal conference should be made promptly upon your receipt of the safety order(s) and notification(s) of penalty.

**Right to Contest** - You are hereby also notified that you are entitled to seek administrative review of the safety order(s), penalty(ies), or both by filing a written petition for review at the above address postmarked within fifteen working days of your receipt of the safety order(s) and notification(s) of penalty. ("Working days" means Mondays through Fridays, but does not include Saturdays, Sundays, legal holidays under a state statute or days on which the Indiana Department of Labor's offices are closed during regular business hours). If you do not file such a petition for review (contest), the safety order(s)

and penalty(ies) shall be deemed final orders of the Board of Safety Review and not subject to review by any court or agency. The issuance of a safety order does not constitute a finding that a violation has occurred unless no petition for review is filed, or if a petition for review (contest) is filed, it must contain a statement of its basis and should reference the above inspection number. Upon receipt of your petition for review, we will affirm, amend or dismiss the safety order(s) and notification(s) of penalty. If we affirm, your petition for review will be granted (unless it was not timely) and the dispute will be certified by the Board of Safety Review for further proceedings. The Board of Safety Review is an independent agency appointed by the governor with authority to conduct hearings and to issue decisions concerning disputed safety order(s) and notification(s) of penalty. If we amend the safety order(s) or notification(s) of penalty, your petition for review shall be deemed moot. However, you will then be given an opportunity to file a petition for review concerning the amended safety order(s) and notification(s) of penalty.

Please be advised that an employee or representative of employees may file a petition for review to contest the reasonableness of the time stated in the safety order(s) for the abatement of any violation.

**Posting** - Upon receipt of any safety order(s) you are required to post such safety order(s), or a copy thereof, unedited, at or near each place an alleged violation referred to in the safety order(s) occurred. However, if your operations are such that it is not practicable to post the safety order(s) at or near each place of alleged violation, such safety order(s) shall be posted, unedited, in a prominent place where it will be readily observable by all affected employees. For example, if you are engaged in activities which are physically dispersed, the safety order(s) may be posted at the location from which the employees operate to carry out their activities. You must take steps to ensure that the safety order is not altered, defaced, or covered by other material. Posting shall be until the violation is abated, or for three working days, whichever is longer.

**Penalties** - Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Abatement does not constitute payment of penalties.

**Abatement** - The conditions cited in the safety order(s) must be corrected (abated) on or before the date shown for each item on the safety order(s) and notification(s) of penalty unless:

- (1) You file a petition for review concerning the violation, in which case the full abatement period shall commence from the issuance of a final decision by the Board of Safety Review or the courts which requires compliance with the safety order; or
- (2) The abatement period is extended by the granting of a petition for modification of abatement date.

**PMAs** - The petition for modification of abatement date is a manner in which you may seek additional time to correct (abate) a violation without having to file a petition for review concerning the safety order, or after the expiration of the time period to file such a petition for review when it becomes apparent that you need extra time to abate the violation. A petition for modification of abatement date shall be in writing and shall include the following information:

- (1) All steps you have taken, and the dates of such actions, in an effort to achieve compliance

during the prescribed abatement period.

(2) The specific additional abatement time necessary in order to achieve compliance.

(3) The reasons such additional time is necessary, including the unavailability of professional or technical personnel or of materials and equipment, or because necessary construction or alteration of facilities cannot be completed by the original abatement date.

(4) All available interim steps being taken to safeguard employees against the cited hazard during the abatement period.

(5) A certification that a copy of the petition has been posted, and if appropriate, served on the authorized representative of affected employees, and a certification of the date upon which such posting and service was made.

A petition for modification of abatement date shall be filed with the Indiana Department of Labor/IOSHA no later than the close of the next working day following the date on which abatement was originally required. A later-filed petition shall be accompanied by the employer's statement of exceptional circumstances explaining the delay. A copy of such petition shall be posted in a conspicuous place where all affected employees will have notice thereof or near such location where the violation occurred. The petition shall remain posted until the time period for the filing of a petition for review of the Commissioner's granting or denying the petition expires. Where affected employees are represented by an authorized representative, said representative shall be served a copy of such petition.

**Notification of Corrective Action** - Correction of the alleged violations which have an abatement period of thirty (30) days or less should be reported in writing to us promptly upon correction. A "Letter of Abatement" form and an "Abatement Photographs" worksheet are enclosed for your assistance in providing adequate documentation of abatement. Reports of corrections should show specific corrective action on each alleged violation and the date of such action. On alleged violations with abatement periods of more than thirty (30) days, a written progress report should be submitted, detailing what has been done, what remains to be done, and the time needed to fully abate each such violation. When the alleged violation is fully abated, we should be so advised. Timely correction of an alleged violation does not affect the initial proposed penalty..

**Followup Inspections** - Please be advised that a followup inspection may be made for the purpose of ascertaining that you have posted the safety order(s) and corrected the alleged violations. Failure to correct an alleged violation may result in additional penalties for each day that the violation has not been corrected.

**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the Indiana Department of Labor/IOSHA at the address shown above.

**Notice to Employees** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must

be mailed to the Indiana Department of Labor/IOSHA at the address shown above within fifteen (15) working days (excluding weekends and State holidays) or receipt by the employer of this safety order and penalty.

If you wish additional information, you may direct such requests to us at the address or telephone number stated above.

**Indiana Department of Labor**

**NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 12/21/2017. The conference will be held at the IOSHA office located at 402 West Washington Street, Room W195, Indianapolis, IN 46204 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.

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

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**Issuance Date:** 12/21/2017  
**CSHO ID:** A9888  
**Optional Report No.:** 33-17

**Safety Order and Notification of Penalty**

**Company Name:** Hengs Industries USA LLC  
**Inspection Site:** 3500 Lexington Park Drive, Elkhart, IN 46514

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

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

29 CFR 1910.106(e)(2)(ii)(b)(2): The quantity of liquid that may be located outside of an inside storage room or storage cabinet in a building or in any one fire area of a building exceeds 120 gallons of Category 2, 3, or 4 flammable liquids in containers:

Spray booth area - Employees were exposed to hazards associated with fires when more than 760 gallons of Category 2, 3, and 4 flammable liquids were stored in the area of the spray booth.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**

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

29 CFR 1910.107(e)(4): The withdrawal of flammable liquids or liquids with a flashpoint greater than 199.4 °F (93 °C) from containers and the filling of containers, including portable mixing tanks, were not done in a suitable mixing room or in a spraying area when the ventilating system was in operation. Adequate precautions were not taken to protect against liquid spillage and sources of ignition:

Production Department, Spray booth area - Employees were exposed to hazards associated with fires when Category 2 flammable liquids were being transferred from 55-gallon drums to 5-gallon buckets and 5-gallon bucket to 5-gallon bucket in area where employees operated electrical powered sanders.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$0.00**

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**Safety Order 01 Item 002**                      Type of Violation: **Serious**

29 CFR 1910.106(e)(2)(iv)(a): Category 1 or 2 flammable liquids, or Category 3 flammable liquids with a flashpoint below 100 °F (37.8 °C), were not kept in covered containers when not actually in use:

Spray booth area - Employees were exposed to hazards associated to fires when flammable liquids such as, but not limited to, New Brazilian stain were left uncovered in 5 gallon buckets.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**



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

29 CFR 1910.107(b)(5)(i): Visible gauges or audible alarm or pressure activated devices were not installed to indicate or insure that the required air velocity was maintained:

Production Department, Spray booth area - Employees were exposed to hazards associated with fires when the magnehelic gauge on the side of the booth was not connected.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**

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

29 CFR 1910.107(e)(3): Original closed containers, approved portable tanks, approved safety cans or a properly arranged system of piping were not used for bringing flammable liquids or liquids with a flashpoint greater than 199.4 °F (93 °C) into spray finishing room. Open or glass containers were used.

Production Department, Spray booth area - Employees were exposed to hazards associated with fires when Category 2 flammable liquids were being brought to the spray booth in open 5 gallon buckets.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**

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

29 CFR 1910.107(e)(9): Whenever flammable liquids or liquids with a flashpoint greater than 199.4 °F (93 °C) are transferred from one container to another, both containers were not effectively bonded and grounded to prevent discharge sparks of static electricity:

Production Department, Spray booth area - Employees were exposed to hazards associated with fires when Category 2 flammable liquids were being transferred from 55-gallon drums to 5-gallon buckets and from 5-gallon bucket to 5-gallon bucket.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**

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

**Safety Order 01 Item 006a**                      Type of Violation: **Serious**

29 CFR 1910.134(c)(1): A written respiratory protection program that included the provisions in 29 CFR 1910.134(c)(1)(i) - (ix) with worksite specific procedures was not established and implemented for required respirator use:

Production Department, Spray booth area - No written respiratory program was established when employees were required to wear a 3M 1/2 mask filtering facepiece respirator with organic vapor cartridges and pre-filter.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,250.00**

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**Safety Order 01 Item 006b**                      Type of Violation: **Serious**

29 CFR 1910.134(e)(1): The employer did not provide a medical evaluation to determine the employee's ability to use a respirator, before the employee was fit tested or required to use the respirator in the workplace:

Production Department, Spray booth area - Employees who were required to wear a 3M 1/2 mask filtering facepiece respirator were not medically evaluated prior to being required to wear the respirator.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$0.00**

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**Safety Order 01 Item 006c**                      Type of Violation: **Serious**

29 CFR 1910.134(f)(1): The employer did not ensure that employee(s) required to use a tight-fitting facepiece respirator passed the appropriate qualitative fit test (QLFT) or quantitative fit test (QNFT):

Production Department, Spray booth area - Employees who were required to wear a 3M 1/2 mask filtering facepiece respirator were not fit tested.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$0.00**

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**Safety Order 01 Item 006d**                      Type of Violation: **Serious**

29 CFR 1910.134(k): The employer did not provide comprehensive, understandable training which did not occur annually and/or more often if necessary:

Production Department, Spray booth area - Employees who were required to wear a 3M 1/2 mask filtering facepiece respirator had not received training on the respirator.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$0.00**

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

**Safety Order 01 Item 007a**                      Type of Violation: **Serious**

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and/or maintain at the workplace a written hazard communication program which describes how the criteria specified in 29 CFR 1910.1200(f), (g), and (h) will be met:

Facility wide - Employees were exposed to the hazards of Category 2 flammable liquids such as, but not limited to, New Brazilian stain. A hazard communication program had not been developed or implemented to inform employees of the hazards of the chemicals they used.

**Date By Which Violation Must Be Abated:**                      **1/29/2018**  
**Proposed Penalty:**    **\$1,750.00**





# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
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## INVOICE/DEBT COLLECTION NOTICE

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**Company Name:** Hengs Industries USA LLC  
**Inspection Site:** 3500 Lexington Park Drive, Elkhart, IN 46514  
**Issuance Date:** 12/21/2017

**Summary of Penalties for Inspection Number: 318092236**

**Safety Order 1, Serious** = \$11,750.00  
**TOTAL PENALTIES** = \$11,750.00

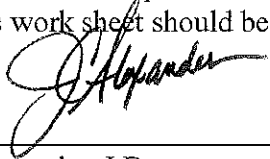
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Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

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

Corrective action, taken by you for each alleged violation should be submitted to this office on or about the abatement dates indicated on the Safety Order and Notification of Penalty.

A work sheet has been provided to assist in providing the required abatement information. A completed copy of this work sheet should be posted at the worksite with the safety order(s).

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

\_\_\_\_\_  
Date

12-21-17