

**Michigan Department of Labor and Economic Opportunity  
Michigan Occupational Safety and Health Administration (MIOSHA)**

MIOSHA Construction Safety & Health Division  
530 West Allegan Street  
P.O. Box 30645  
Lansing, MI 48909  
Phone: (517) 284-7680 Fax: (517) 284-7685



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## Citation and Notification of Penalty

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**To:**

Musselman Home Improvements, LLC  
and its successors  
7300 Field Bay Avenue  
Kalamazoo, MI 49009

**Inspection Number:** 1484599  
**Inspection Date(s):** 07/21/2020 - 07/21/2020  
**Issuance Date:** 09/08/2020

**Inspection Site:**

49284 CR 652  
Mattawan, MI 49071

**Reporting ID:** 0552651  
**CSHO ID:** 18694  
**Optional Report Number:** 20-058/10

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**SUMMARY:** An inspection at the site noted above has revealed conditions we believe do not comply with the provisions of the Michigan Occupational Safety and Health Act, Act 154, of the P.A. of 1974, as amended (MIOSH Act). The nature of such alleged violation(s) is described on the citation(s) with reference to the applicable standards, rules, regulations, orders and provisions of the Act. Following is a list of items the employer must consider carefully, to resolve the issues alleged in the citation(s). Following this numbered summary is a more detailed explanation of the requirements.

1. The violation(s) alleged in the citation(s) must be corrected on or before the date(s) shown in the line marked "Date By Which Violation Must Be Abated". If the line is marked "Immediately Upon Receipt," the violation must be corrected on or before the date that the citation is received by the employer. If the violation was corrected during the inspection, the line will be marked "Abated." or "Corrected during inspection." Correcting a violation does not eliminate the requirement to pay the penalty nor does payment of the penalty negate having to correct the violation.
2. A copy of the citation(s) must be posted at or near the location of the violation(s) for a minimum of 3 days or until the item(s) have been corrected, whichever is later.
3. Documentation of abatement must be provided to the issuing division. Failure to provide such documentation may result in a follow-up inspection.
4. The employer may enter into a Penalty Reduction Agreement (PRA) that can result in a 50% reduction in any assessed penalties. The employer should apply for a PRA online at [www.michigan.gov/mioshapra](http://www.michigan.gov/mioshapra) within 5 workdays upon receiving a citation(s) if interested. An employer without access to a computer may contact the issuing division to request a PRA.
5. The employer may file a first appeal for modification or dismissal of a citation item and/or any proposed penalty or request an extension of time for abatement. **The appeal must be in writing and be postmarked within 15 workdays of receipt (workday is defined below).** The first appeal can also result in a penalty reduction of up to 50%. If an appeal is untimely, the citation(s) become a Final Order of the Board of Health and Safety Compliance and Appeals (Board) and is no longer subject to review by the issuing division. An employee or employee representative may appeal abatement dates.
6. Except under a PRA monetary penalties must be paid within 15 workdays of a citation becoming a Final Order of the Board.
7. The employer may file a request for an extension of time to abate a citation(s) that has become a Final Order of the Board. Such a request must be in writing and received or post marked no later than 1 working day following the abatement date.
8. It is unlawful to discriminate against an employee for exercising any of their rights under MIOSHA.

Note: As defined in statutes, “workday” or “working day” means any day other than a Saturday, Sunday, or state legal holiday. The state legal holidays are:

January 1, New Year’s Day  
The third Monday in January, Martin Luther King, Jr. Day  
February 12, Lincoln’s birthday  
The third Monday of February, Washington’s birthday  
The last Monday of May, Memorial or Decoration Day  
July 4, Independence Day  
The first Monday in September, Labor Day  
The second Monday in October, Columbus Day  
November 11, Veterans’ Day  
The fourth Thursday of November, Thanksgiving Day  
December 25, Christmas Day

Please note whenever January 1; February 12; July 4; November 11; or December 25 fall on a Sunday, the next Monday following is deemed a public holiday (non-working day) for appeal purposes. However, there is no compensating day when one of the five dated holidays falls on a Saturday. Also, when computing the 15 working days, you do not count the date on which it is received; you start with the next working day. Additionally, the count is based on when the citation was received at the employer’s location, not when it got to any particular person or office at the employer’s location.

**I–CITATIONS:** The nature of the alleged violation(s) is described on the enclosed citation(s). These conditions must be corrected on or before the date(s) shown in the line marked “Date By Which Violation Must Be Abated.” The issuing division may be contacted by telephone at the number indicated on the front of the citation for the purpose of discussing any issues related to the inspection or citation(s).

A copy of the citation(s) must be posted at or near the location of the violation for a minimum of 3 days or until the items have been corrected, whichever is later. The MIOSH Act provides for civil penalties of up to \$7,000 for each violation for failure to comply with posting requirements.

When compliance is achieved, a copy of the citation must be signed and returned to the issuing division along with documentation of abatement.

Documentation of abatement for citation items originally classified as “serious,” “repeat,” “fail-to-abate,” “willful,” or “instance-by-instance,” require documentation as deemed appropriate by the issuing division. Examples of documentation for these violation classifications are:

- (a) A detailed description of how the violation was abated.
- (b) Work orders or an invoice indicating the corrective work that has been done.
- (c) Photographs of the abated conditions.
- (d) Other forms of conclusive evidence that your employees are no longer exposed to the hazard.

For citation items classified as “other,” submitting to the issuing division a signed copy of the citation item indicating the item has been abated is acceptable documentation of abatement. Submitting a document in writing, certifying abatement of the particular citation item is also acceptable for citation items classified as “other.”

If the employer does not provide adequate documentation of abatement, a re-inspection may be conducted. Failure to correct an alleged violation within the abatement period may result in new or additional proposed penalties.

Correcting a violation prior to the expiration of the abatement date does not eliminate the requirement to pay the penalty. Payment of the penalty does not eliminate the requirement of correcting the violation.

**II–PENALTY REDUCTION:** In addition to the appeal rights afforded by the MIOSH Act, the Michigan Occupational Safety and Health Administration has implemented a program for negotiating an expedited settlement of penalties with the employers known as a Penalty Reduction Agreement (PRA). This is a program designed to reach abatement of the hazard at the earliest possible opportunity and reduce the need for formal appeals. The penalty reduction (PRA) can result in a penalty reduction of 50% provided the issuing division and the employer agree to a number of specified conditions. These conditions include an agreement by the employer to accept all of the citations issued and to:

- (a) Not appeal further.
- (b) Abate all items within the abatement period.
- (c) Provide proof of abatement.
- (d) Pay all agreed upon penalties as required (within 15 working days of approval of the PRA.)
- (e) Abide by any other mutually agreed upon actions.

Inspections involving a fatality, the Severe Violator Enforcement Program (SVEP), or willful citations are not eligible for the program. Construction citations must be confirmed as corrected by the issuing division before a penalty reduction agreement can be approved.

If you are interested in pursuing a PRA, you should apply online at [www.michigan.gov/mioshapra](http://www.michigan.gov/mioshapra) **within 5 workdays upon receipt of the citation(s)**, but no later than the 15th workday beyond receipt of the citation(s). If you do not have access to a computer, you should contact the issuing division within the same timeframe to request a PRA. If the employer wishes to accept the conditions stated above and the process can be completed within 15 workdays from receipt, then no appeal need be filed.

**III–CITATION APPEAL:** An employer may file a first appeal to the issuing division in writing for modification or dismissal of a citation item and/or any proposed penalty or an extension of time for abatement. The first appeal can also result in a penalty reduction of up to 50% providing the issuing division and the employer agree to the conditions (a) through (e) as stated in Section II, PENALTY REDUCTION (above).

An employee or employee representative may appeal in writing the reasonableness of the abatement date(s). The envelope containing an appeal must be postmarked no later than the 15th workday following receipt of the citation.

If a citation is not appealed within 15 workdays of receipt, then the citation becomes a Final Order of the Board of Health and Safety Compliance and Appeals (Board). Final Order citations are not subject to review by the issuing division unless the Bureau of Hearings establishes good cause for the late appeal.

An appeal must specify the item(s) appealed and that portion of the item (e.g., violation, abatement date, penalty) which is being appealed and include a certification that the appeal has been posted or given to affected employees or their representatives. If the issuing division meets with the employer to discuss an appeal, the issuing division will notify the employee representative and allow attendance at the meeting.

The issuing division will notify an employer of its decision within 15 workdays of the receipt of the employer's written appeal. The decision must be posted at the location of the subject citation.

If an employer, employee or employee representative is not satisfied with this decision then they may file a second appeal. The appeal must be in writing and the envelope containing the second appeal must be postmarked within 15 workdays of the receipt of the issuing division's decision on the first appeal. If the issuing division's decision is not appealed then the citation becomes a Final Order of the Board.

**IV–PAYMENT OF MONETARY PENALTIES:** Unless subject to a PRA, payment must be made within 15 workdays of the date a proposed penalty of a citation becomes a Final Order of the Board. This would be the 30th workday after receipt of each citation item that is not appealed. For payment of a penalty, make a check or money order payable to the "State of Michigan" and remit to the issuing division at the address shown on the citation. Please record the inspection number, citation and item number on the check, money order or transmittal letter.

**V–EXTENSION OF TIME TO ABATE:** An employer may file a petition for modification of abatement date(s) (PMA) on an item of a citation, which has become a Final Order of the Board. The PMA must be submitted to the issuing division in writing by personal delivery or postmarked no later than one day following the abatement date, and a copy posted near the place the citation was posted. An employer must have made a good faith effort to correct the violation by the abatement date, and has or will not be successful because of factors beyond the employer's reasonable control. A PMA must include:

- (a) Steps taken to achieve compliance.
- (b) The specific additional abatement time necessary.
- (c) The reasons the additional time is needed.
- (d) Available interim steps being taken to safeguard the employees against the cited hazard during the abatement period.
- (e) A certification that a copy of the PMA has been posted for employees at the location of the subject citation.

The posted copy must remain posted for a minimum of 10 workdays.

If the issuing division or affected employees file an objection to the PMA within 10 workdays of the employer's filing date, the Board will schedule a hearing and advise the employer of the date, time, and place of the hearing.

**VI–EMPLOYEE DISCRIMINATION:** Section 65 of the MIOSH Act, prohibits discrimination by an employer against an employee for filing a complaint or exercising any rights under the MIOSH Act, as amended. If an employee believes that he or she was discharged or otherwise discriminated against as a result of filing a complaint, they may file a complaint with the MIOSHA Employee Discrimination Section within 30 days after the violation occurs.

**VII-STATE CONSULTATION EDUCATION AND TRAINING SERVICES:** The MIOSHA Consultation Education and Training (CET) Division offers a wide range of services to help businesses with their health and safety practices. CET services include: helping employers create a Safety and Health Management System, seminars and workshops, onsite consultations, hazard surveys, an equipment loan program and information material. The majority of CET services are provided free of charge to Michigan employers and employees. For information on these services, contact the CET Division at (517) 284-7720 or visit their web site at [www.mi.gov/miosha](http://www.mi.gov/miosha).

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**Inspection Number:** 1484599

**Inspection Date(s):** 07/21/2020 - 07/21/2020

**Issuance Date:** 09/08/2020

**Optional Reporting Number:** 20-058/10

**Citation and Notification of Penalty**

**Company Name:** Musselman Home Improvements, LLC

**Inspection Site:** 49284 CR 652, Mattawan, MI 49071

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**Citation 1 Item 1**

Type of Violation: **Serious**

408.1011(a): ACT 154, MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT

An employer shall furnish to each employee, employment and a place of employment that is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to the employee.

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 not protected from the hazard of contracting the virus, SARS-CoV-2 (severe acute respiratory syndrome coronavirus 2), the cause of coronavirus disease 2019 (COVID-19):

- a. Employees were performing residential siding activities in Mattawan, MI on July 21, 2020, where the employer allowed workers within six feet of one another when it was feasible to have them work more than six feet apart, thus potentially exposing employees to SARS-CoV-2 virus.
- b. Employees were performing residential siding activities in Mattawan, MI on July 21, 2020, where employer did not require workers to wear non-medical grade face coverings when they did not consistently maintain six feet of separation, thus potentially exposing employees to SARS-CoV-2 virus.
- c. On July 21, 2020, the employer had not developed a COVID-19 preparedness and response plan, which would have included requirements for social distancing and use of face coverings.
- d. On July 21, 2020, the employer had not conducted employee training on COVID-19 that covered social distancing and the use of face coverings.

Among other methods, a feasible abatement method to correct this hazard is to:

- a. Keep everyone on the worksite premises at least six feet from one another to the maximum extent possible, including through the use of ground markings, signs, and physical barriers, as appropriate to the worksite.
- b. Require face coverings to be worn when employees cannot consistently maintain six feet of separation from other individuals in the workplace.
- c. Develop a COVID-19 preparedness and response plan, consistent with the recommendations in Guidance on Preparing Workplaces for COVID-19, developed by the Occupational Safety and Health Administration. Make the plan readily available to employees, whether via website, internal network, or by hard copy.
- d. Provide COVID-19 training to employees the covers, at a minimum: workplace infection-control practices; and the proper use of personal protective equipment.

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**Company Name:** Musselman Home Improvements, LLC

**Inspection Site:** 49284 CR 652, Mattawan, MI 49071

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**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$2,100.00**

**Citation 1 Item 2**

Type of Violation: **Serious**

1926.100(a): CS Part 6 Personal Protective Equipment

Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets.

Instance A) One employee standing on elevated rough terrain forklift platform with a 6 foot step ladder, employee was working directly underneath overhang, employee not wearing a hard hat.

Instance B) Employee working on a ladder jack scaffold was working directly underneath overhang and was not wearing a hard hat.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$800.00**

**Citation 1 Item 3**

Type of Violation: **Serious**

408.41217(5)(a): CS Part 12 Scaffolds and Scaffold Platforms

Planking shall be in compliance with all of the following provisions:

a. Extend over the end bearer not less than 6 inches, but not more than 12 inches.

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**Company Name:** Musselman Home Improvements, LLC

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- b. Be cleated or otherwise fastened to prevent shifting and be uniform in thickness, except where lapped as prescribed in sub-rule (10) of this rule.
- c. Where 16 foot planks are used as prescribed in sub-rule (9) of this rule, tie downs are not required unless wind uplift may occur.

One employee working on a elevated ladder jack scaffold platform was subjected to falling feet due to the use of a manufactured aluminum pick on the ladder jack scaffold that was overlapped on each end less than 6 inches.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$600.00**

**Citation 1 Item 4**

Type of Violation: **Serious**

408.41243(2)(b): CS Part 12 Scaffolds and Scaffold Platforms

A work platform shall be in compliance with all of the following requirements:

- (a) Except for the guardrail system as specified in construction safety standard Part 21. Guarding of Walking and Working Areas, R 408.42101 et seq. of the Michigan Administrative Code, be of welded mild steel construction that has a minimum safety factor of 4 times the maximum intended load.
- (b) Have a continuous guardrail system constructed as follows:
  - (i) Have a top rail which is located not less than 36 inches, nor more than 42 inches, above the platform floor and which is constructed to withstand a minimum of 200 pounds of force in any direction.
  - (ii) Have a midrail which is installed at mid-height between the top rail and platform floor and which is constructed to withstand a 200-pound side thrust.
  - (iii) Have a toeboard which is not less than 4 inches in nominal height and which is installed not more than 1/4 of an inch above the floor around the periphery of the work platform. If the platform has a gate, then the toeboard shall be installed on the gate.
- (c) Have a wood planking, steel plate, or a steel grating bolted or welded to the bottom of the platform and be maintained free of slip or trip hazards.
- (d) Have a permanently affixed sign on the platform that specifies the maximum number of passengers allowed,

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**Citation and Notification of Penalty**

**Company Name:** Musselman Home Improvements, LLC

**Inspection Site:** 49284 CR 652, Mattawan, MI 49071

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the work platform identification number, and the maximum rated load.

(e) Be easily identifiable by high-visibility color or marking.

Two employees working on a elevated rough terrain forklift platform exposed to falling hazard due to the lack of a guardrail system.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$2,100.00**

**Citation 1 Item 5**

Type of Violation: **Serious**

408.41243(4): CS Part 12 Scaffolds and Scaffold Platforms

If an employee is elevated in a platform on a variable reach lift truck, a personal fall arrest system, including the anchorage required in Part 45. Fall Protection, R 408.44501 et seq., of the Michigan Administrative Code and Part 6. Personal Protective Equipment, R408.40601 et seq., of the Michigan Administrative Code, is required and shall be worn when an employee is elevated.

Two employees working on a elevated rough terrain forklift platform exposed to hazard of falling due to the lack of personal fall arrest system.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$2,100.00**

**Citation 1 Item 6a**

Type of Violation: **Serious**

408.41243(9): CS Part 12 Scaffolds and Scaffold Platforms

An employee shall maintain firm footing on the platform floor. Railings, planks, ladders, or other materials shall not be used on the platform to achieve reach or height.



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**Company Name:** Musselman Home Improvements, LLC

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One employee working on a elevated rough terrain forklift platform exposed to hazard of falling due to the use of a step ladder, leaned up against the structure, on the elevated platform.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$2,100.00**

**Citation 1 Item 6b**

Type of Violation: **Serious**

408.41126(3): Fixed and Portable Ladders

A stepladder shall not be used as a straight ladder by leaning it against a wall or other support.

One employee working on a elevated rough terrain forklift platform exposed to hazard of falling due to the use of a step ladder, leaned up against the structure, on the elevated platform.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

**Proposed Penalty:**

**\$0.00**

**Citation 1 Item 7**

Type of Violation: **Serious**

408.41725(10): CS Part 17, Electrical Installation

A portable electric tool used in a wet atmosphere or environment shall be protected by an approved ground-fault interrupter.

Employees using various 120 Volt electrically operated power tools at the jobsite outdoors not utilizing GFCI protection.

**Date By Which Violation Must be Abated:**

**September 14, 2020**

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**Citation and Notification of Penalty**

**Company Name:** Musselman Home Improvements, LLC

**Inspection Site:** 49284 CR 652, Mattawan, MI 49071

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**Proposed Penalty:** **\$1,000.00**

**Citation 1 Item 8**

Type of Violation: **Serious**

408.41937(4): CS PART 19, TOOLS

The operator of a portable powered stapler or nailer and those employees within the striking distance of its fastener shall wear eye protection provided for and as prescribed in rules 617, 623, and 624 of Part 6. Personal Protective Equipment, being R 408.40617, R 408.40623, and R 408.40624 of the Michigan Administrative Code.

Two employees working on a elevated rough terrain forklift platform exposed to flying projectiles while using portable air nail guns without the use of safety glasses.

**Date By Which Violation Must be Abated:** **September 14, 2020**  
**Proposed Penalty:** **\$800.00**

**Citation 1 Item 9**

Type of Violation: **Serious**

408.41953(1): CS Part 19, Tools

A circular table saw shall have a hood type guard covering the blade at all times when not in use. When in use, the hood type guard shall enclose that part of the blade above the table and that part of the blade above the material by adjusting automatically to the thickness of the material being cut, or it may be a fixed or manually adjusted hood type guard if the hood remains in contact with the material.

Employees using circular Bosch Table saw at the jobsite to cut pieces of wood siding, while circular table saw was missing hood type guard apparatus.

**Date By Which Violation Must be Abated:** **September 14, 2020**

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**Proposed Penalty:** **\$800.00**

**Citation 2 Item 1**

Type of Violation: **Other-than-Serious**

408.40114(1): CS Part 1 General Rules

An employer shall develop, maintain, and coordinate with employees an accident prevention program, a copy of which shall be available at the worksite.

Seven employees working on a single family residential jobsite; no accident prevention program developed.

**Date By Which Violation Must be Abated:** **September 14, 2020**

**Proposed Penalty:** **\$0.00**

**Citation 2 Item 2**

Type of Violation: **Other-than-Serious**

408.40132(3): CS Part 1 General Rules

A person who has a valid certificate in first aid training shall be present at the worksite to render first aid. A certificate is valid if the requirements necessary to obtain the certificate for first aid training meet or exceed the requirements of the United States bureau of mines, the American red cross, the guidelines for basic first aid training programs, or equivalent training.

Seven employees working on a single family residential jobsite; no first aid card available at the jobsite.

**Date By Which Violation Must be Abated:** **September 14, 2020**

**Proposed Penalty:** **\$0.00**

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**Authorized Signature**

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**CSHO ID:** I8694

## PROPOSED PENALTY INVOICE

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**Company Name:** Musselman Home Improvements, LLC  
**Inspection Site:** 49284 CR 652  
Mattawan, MI 49071

**Summary of Penalties for Inspection Number:** 1484599

Citation 1 Item 1, Serious	\$2,100.00
Citation 1 Item 2, Serious	\$800.00
Citation 1 Item 3, Serious	\$600.00
Citation 1 Item 4, Serious	\$2,100.00
Citation 1 Item 5, Serious	\$2,100.00
Citation 1 Item 6a, Serious	\$2,100.00
Citation 1 Item 6b, Serious	\$0.00
Citation 1 Item 7, Serious	\$1,000.00
Citation 1 Item 8, Serious	\$800.00
Citation 1 Item 9, Serious	\$800.00
Citation 2 Item 1, Other-than-Serious	\$0.00
Citation 2 Item 2, Other-than-Serious	\$0.00

**TOTAL PROPOSED PENALTIES:** **\$12,400.00**

Correcting a violation prior to the expiration of the abatement date does not eliminate the requirement to pay the penalty.  
Payment of the penalty does not eliminate the requirement of correcting the violation.

The state 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.

Payment must be made within 15 working days of the date a proposed penalty of a citation item becomes a final order of the board. This would be the thirtieth (30<sup>th</sup>) working day after receipt of each citation item which is not appealed. For the payment of any penalty, make a check or money order payable to the "State of Michigan" and remit to the Department of Labor and Economic Opportunity at the address shown on the citation. **PLEASE RECORD THE APPLICABLE INSPECTION NUMBER, CITATION NUMBER(S) AND ITEM NUMBER(S) ON THE CHECK, MONEY ORDER OR YOUR TRANSMITTAL LETTER.**

**Enclose this invoice page (or a copy thereof) with your payment.**

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