



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.

Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

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

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 due to using ladders improperly thereby exposing employees to a fall hazard:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, in the back storage area the ten foot step ladder was used to access the two storage lofts. Employees were stepping horizontally off of the ladder to get into the loft. Employees were stepping horizontally onto the ladder to get out of the loft.

Among other methods, one feasible and acceptable means of abatement to correct this hazard is to follow the recommendations of the ANSI-ALI A-14.5. American National Standard for Ladders - Portable Reinforced Plastic - Safety Requirements.

Certification, with date and method of abatement required.

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated:

05/27/2016

Proposed Penalty:

\$6600.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.
Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

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

29 CFR 1910.24(b): Fixed stairs were not provided for access from one structure level to another where operations necessitated regular travel between levels, and for access to operating platforms at any equipment which requires attention routinely during operations:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the pillow loft located above the store managers office, had no fixed stairs provided for employee access.

- (b) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the Papasan/cushion loft located above the break room had no fixed stairs provided for access by employees.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated: 05/27/2016
Proposed Penalty: \$6600.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.

Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

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

29 CFR 1910.22(d)(1): In every building or other structure, or part thereof, used for mercantile, business, industrial or storage purposes, the loads approved by the building official were not marked on plates of approved design and securely affixed in a conspicuous place in each space to which they relate:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the pillow loft area had no marking to indicate the floor load limit.
- (b) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the Papasan/cushion area loft had no marking to indicate the floor load limit.

The Pier 1 Imports (U.S.), Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.22(d)(1), which was contained in OSHA inspection number 1082152, citation number 1, item number 2 and was affirmed as a final order on 9/9/2015, with respect to a workplace located at 843 Freeport Road, Pittsburgh, PA, 15238.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated:
Proposed Penalty:

05/27/2016
\$220.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.
Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

Citation 2 Item 2 Type of Violation: **Repeat**

29 CFR 1910.23(c)(1): Open-sided floors and/or platforms four feet or more above adjacent floor or ground level were not guarded with standard railings (or equivalent) and toeboards:

Note: Toeboards are only required when persons can pass, there is moving equipment or there is equipment with which falling materials could create a hazard.

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the pillow loft access area, 8 feet 9 inches above the floor, had no standard railing and toeboard.
- (b) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the Papasan/cushion loft access area, 8 feet 9 inches above the floor, had no standard railing and toeboard.

The Pier 1 Imports (U.S.), Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.22(d)(1), which was contained in OSHA inspection number 1082152, citation number 1, item number 1 and was affirmed as a final order on 9/9/2015, with respect to a workplace located at 843 Freeport Road, Pittsburgh, PA, 15238.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated: 05/27/2016
Proposed Penalty: \$33000.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.

Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

Citation 2 Item 3 Type of Violation: **Repeat**

29 CFR 1910.37(a)(3): Exit route(s) were not kept free and unobstructed:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the main aisle in the back storage area that led to the back exit door was blocked by boxes of merchandise.

The Pier 1 Imports (U.S.), Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.37(a)(3), which was contained in OSHA inspection number 648898, citation number 2, item number 1 and was affirmed as a final order on 3/20/2013, with respect to a workplace located at 2385 Richmond Avenue, Staten Island, NY 10314.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$16500.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.
Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

Citation 2 Item 4 Type of Violation: **Repeat**

29 CFR 1910.176(b): Material stored in tiers was not stacked, blocked, interlocked or limited in height so that it was stable and secure against sliding and collapse:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, boxes stored in the back storage area were not stacked in a safe and stable manner.

The Pier 1 Imports (U.S.), Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.176(b), which was contained in OSHA inspection number 648898, citation number 1, item number 1 and was affirmed as a final order on 3/20/2013, with respect to a workplace located at 2385 Richmond Avenue, Staten Island, NY, 10314.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated: 05/27/2016
Proposed Penalty: \$22000.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.

Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

Citation 2 Item 5 Type of Violation: **Repeat**

29 CFR 1910.303(g)(1)(i): Work space was less than 30 inches wide in front of electric equipment operating at 600 volts, nominal, or less:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the electrical circuit breaker panel in the back storage area was blocked by the placement of the cart containing merchandise and other items.

The Pier 1 Imports (U.S.), Inc. was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.303(g)(1)(i), which was contained in OSHA inspection number 427572, citation number 1, item number 2 and was affirmed as a final order on 8/27/2012, with respect to a workplace located at 211 East Flatiron Circle, Broomfield, CO, 80020.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated:

05/27/2016

Proposed Penalty:

\$16500.00



Citation and Notification of Penalty

Company Name: Pier 1 Imports (U.S.), Inc.

Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217

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

29 CFR 1910.305(b)(2)(i): Pull boxes, junction boxes, and fittings were not provided with covers approved for the purpose:

- (a) On or about November 24, 2015 at a worksite located at 6010 North Port Washington Road, Glendale, WI 53217, the electrical junction box located in the Papasan/cushion loft area was missing a cover plate and had exposed insulated wires and visible wire nuts.

Certification, with date and method of abatement required.

Certification of abatement is required by 29 CFR Part 1903 and is to be submitted within (10) calendar days after the abatement date.

Date By Which Violation Must be Abated:

05/23/2016

Proposed Penalty:

\$0.00



for **Christine Zortman**
Area Director

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.

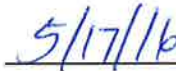
Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (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.



for Christine Zortman
Area Director



Date

U.S. Department of Labor
Occupational Safety and Health Administration
310 W. Wisconsin Avenue
Room 1180
Milwaukee, WI 53203
Phone: 414-297-3315 Fax: 414-297-4299



INVOICE / DEBT COLLECTION NOTICE

Company Name: Pier 1 Imports (U.S.), Inc.
Inspection Site: 6010 North Port Washington Road, Glendale, WI 53217
Issuance Date: 05/17/2016

Summary of Penalties for Inspection Number	1108181
Citation 1, Serious	\$13200.00
Citation 2, Repeat	\$88220.00
Citation 3, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$101420.00

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