

**BEFORE THE NORTH CAROLINA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
RALEIGH, NORTH CAROLINA**



COMMISSIONER OF LABOR FOR)	DOCKET NO: 2013 - 5482
THE STATE OF NORTH CAROLINA)	
)	INSPECTION
)	NO: 316971704
Complainant,)	
)	CSHO ID: P3482
v.)	
ROSEMARY REST HOME INC)	<u>FINAL ORDER</u>
and its successors)	
Respondent.)	

THIS CAUSE coming on pursuant to the Order of Pre-Hearing Conference (“Hearing Order”) on February 5, 2014 at the Lee House, 2nd Floor Hearing Room, 422 North Blount Street, Raleigh, North Carolina at 10:30 a.m., as continued to March 5, 2014 at 10:00 a.m. Melissa Taylor, Assistant Attorney General appeared as counsel for the Complainant, and Shannon Casteen, owner of Respondent, appeared for the Respondent.

Pursuant to the Hearing Order a pre-hearing conference (the “Hearing”) was held for the purpose of considering matters which would simplify the issues and expedite the proceedings in the above referenced case. No affected employee of Respondent, or its representative, attended to have a say in, or participate as a party in, the Hearing. At the Hearing Complainant and Respondent notified the Undersigned that the parties wish to agree upon certain stipulations (“Stipulations”) and to make certain motions (“Motions”). Complainant and Respondent request that the Stipulations and Motions be made part of the Hearing record and that the Undersigned issue a Final Order. The Stipulations and Motions are as follows:

STIPULATIONS

1. The Complainant as Commissioner of Labor of the State of North Carolina is charged by law with compliance with and enforcement of the provisions of the Occupational Safety and Health Act of North Carolina (the “Act”). The Review Commission has jurisdiction over the parties and the subject matter to this action.

2. Respondent is a North Carolina corporation, duly organized and existing under the laws of the State of North Carolina, which does business in the State of North Carolina and maintains a place of business in Rose Hill, North Carolina. Respondent is in the business of providing adult care services. Respondent is an “employer” within the meaning of N.C.G.S. Section 95-127(10); all of Respondent’s employees referred to in this matter are “employees” within the meaning of N.C.G.S. Section 95-127(9).
3. On April 23, 2013, Cory Dunphy, an Occupational Compliance Safety and Health Officer with the North Carolina Department of Labor, conducted an inspection of Respondent’s worksite located at 571 S Sycamore Street in Rose Hill, North Carolina (the “Inspection”).
4. As a result of the Inspection, on July 5, 2013, Complainant issued a serious citation containing 3 Items (“Citation 1”) and a nonserious citation containing 4 Items, all as more specifically described on Exhibit “A” (collectively the “Original Citation”). In general, Citation 1 pertained to alleged defects in the Respondent’s Exposure Control Plan, schedule for decontamination, training, and availability of vaccinations, and Citation 2 pertained to alleged failure to have updated reports, certifications, exposure control plan.
5. Respondent submitted a timely Notice of Contest.
6. A Hearing in this matter was scheduled pursuant to the Rules of Procedure of the Safety and Health Review Commission of North Carolina (the “Rules”).
7. Neither party has any objection, procedural or otherwise, to this Hearing.
8. Respondent posted the Original Citation, the Hearing Order and the Order to Continue as required by the Rules. Neither Complainant nor Respondent have received notification from any affected employee that such employee, or its representative, wishes to have a say in, or participate as a party in, this matter, or has any objections in connection with this matter including without limitation objection to the reasonableness of any abatement period.
9. The parties agree that upon granting of Complainant’s Motion the penalty for each Item designated in the Original Citation as amended pursuant to Complainant’s Motion has been calculated in accordance with the standard Field Operations Manual procedure and giving consideration by Complainant to standard mitigating factors.
10. Respondent agrees to pay the penalty assessed in this matter of \$2,160.00 in 2 equal monthly installments of \$1,080 each, with the first installment due and payable on March 10, 2014, and the second and final installment being due and payable on April 10, 2014. In no event shall the payment term extend beyond April 10, 2014, unless agreed upon by the Complainant. In the event Respondent does not pay each monthly installment as agreed upon, all remaining installments become immediately due and payable, and the Complainant retains the right to institute collection proceeding as allowed by law. Respondent agrees to pay attorney’s fees to Complainant in the event that the Complainant has to institute collection proceedings to collect the debt.

11. The parties agree to bear their own fees, costs and other expenses, including attorney's fees if any, that have been incurred in connection with any stage of these proceedings up to and including the filing of this Order, except as provided in Stipulation 10 above.

12. Complainant and Respondent agree that provided the respective Motions of each party are granted there are no other matters that remain to be decided, and that other than a ruling with respect to the Motions no outstanding issues remain to be resolved by an evidentiary hearing of this matter. The parties agree that this Final Order is a full and final resolution of the claims set out in the underlying Original Citation, as amended pursuant to the Complainant's Motion. The parties further agree that (i) the modification of any portion of the Original Citation by Complainant shall not be deemed to be an admission by Complainant that any such portion was alleged without merit, and (ii) none of the foregoing agreements, statements, stipulations and actions taken by Respondent shall be deemed an admission by the Respondent of any of the allegations contained in the Original Citation as amended or waiver of defenses; provided however that in any subsequent proceeding with respect to matters covered by this Final Order brought directly under the Act by Complainant, this Final Order shall have the full force and effect of a final order. The agreements, statements, stipulations and actions herein by Complainant and by Respondent are solely for the purpose of resolving this matter economically and amicably without litigation and shall not be used for any other purpose except for proceedings and matters arising under the Act and Article 21, Chapter 95 of the North Carolina General Statutes.

MOTIONS

Complainant moved to do the following ("Complainant's Motion"):

***amend Citation 1 by grouping Item 3 with Item 1a, 1b, and 1c with a single penalty of \$2,100; Citation 1 Item 2a and 2b remain unchanged with a single penalty of \$1,500.00; and Citation 2 Item 1, Item 2, Item 3 and Item 4 remain unchanged without penalty;**

*** the total penalty \$3,600, adjusted a total of 40%, 10% of which is based on cooperation, is reduced to \$2,160.00;**

***except as set forth in this motion, the Original Citation shall remain unmodified or amended.**

Respondent did not object to Complainant's Motion.

Respondent requested that upon the granting of Complainant's Motion that the Undersigned consider the following motion by the Respondent ("Respondent's Motion"), and Respondent confirmed that the violations alleged in the Original Citation as amended have been abated:

***to withdraw Respondent's Notice of Contest to the Original Citation as amended pursuant to Complainant's Motion set forth above.**

Complainant did not object to Respondent's Motion.

FINDINGS OF FACT

Based on the Stipulations at the time of the Hearing and the record, the Undersigned makes the following Findings of Fact:

1. This Court has jurisdiction over the parties and the subject matter of this Hearing.
2. Respondent is subject to the provisions of the Act and jurisdiction of the Safety and Health Review Commission of North Carolina
3. Neither party has any procedural objection to this Hearing.
4. Complainant, Commissioner of Labor of the State of North Carolina, is an agency of the State of North Carolina charged with the administration and enforcement of the provisions of the Occupational Safety and Health Act of North Carolina, Article 16, Chapter 95 of the General Statutes of North Carolina (hereinafter "the Act").
5. The Stipulations are incorporated by reference as Findings of Fact to the extent necessary to give effect to the provisions of this Order.

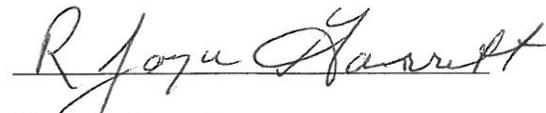
CONCLUSIONS OF LAW

The foregoing Findings of Fact are incorporated by reference as Conclusions of Law to the extent necessary to give effect to the provisions of this Order.

NOW, THEREFORE, IT IS ORDERED, ADJUDGED AND DECREED:

1. That Complainant's Motion is hereby **GRANTED**; and
2. That Respondent's Motion is hereby **GRANTED**.

This the 5th day of March, 2014.



R. Joyce Garrett
Administrative Law Judge

Rosemary Rest Home, Inc.
2013-5482

CONSENTED TO:

Melissa Taylor

**-Melissa Taylor
Attorney for Complainant**

**Shannon Casteen
Representative for Respondent**

Rosemary Rest Home, Inc.
2013-5482

CONSENTED TO:

-Melissa Taylor
Attorney for Complainant


Shannon Casteen
Representative for Respondent

Exhibit "A"

Original Citation

CITATION NUMBER 1 (Type of Violation: Serious)

<u>Item No.</u>	<u>Standard</u>	<u>Abatement Date</u>	<u>Penalty</u>
Grouped			
1a	29 CFR 1910.1030(c)(1)(ii)(A)	8/21/2013	\$2,100.00
1b	29 CFR 1910.1030(c)(1)(ii)(B)	8/21/2013	
1c	29 CFR 1910.1030(c)(1)(iii)	8/21/2013	
Grouped			
2a	29 CFR 1910.1030(d)(4)(i)	8/21/2013	\$1,500.00
2b	29 CFR 1910.1030(g)(2)(i)	8/21/2013	
3	29 CFR 1910.1030(f)(1)(i)	8/21/2013	\$1,500.00

CITATION NUMBER 2 (Type of Violation: Nonserious)

1	29 CFR 1904.32(a)(2)	7/31/2013	\$ 0.00
2	29 CFR 132(d)(2)	7/31/2013	\$ 0.00
3	29 CFR 1910.1030(c)(1)(iv)	8/21/2013	\$ 0.00
4	29 CFR 1910.1200(e)(1)(i)	7/31/2013	\$ 0.00

	Total
Citation 1, Serious	\$ 5,100.00
Citation 2, Nonserious	\$ 00.00

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that I have this date served a copy of the foregoing FINAL ORDER upon:

SHANNON CASTEEN RN
OWNER
ROSEMARY REST HOME INC
PO BOX 982
ROSE HILL NC 28458

MELISSA TAYLOR
NC DEPARTMENT OF JUSTICE
LABOR SECTION
PO BOX 629
RALEIGH NC 27602-0629

by depositing a copy of the same in the United States Mail, Certified Mail, postage prepaid, at Raleigh, North Carolina, and upon:

NC DEPARTMENT OF LABOR
LEGAL AFFAIRS DIVISION
1101 MAIL SERVICE CENTER
RALEIGH NC 27699-1101

by depositing a copy of the same in the NCDOL Interoffice Mail.

THIS THE 7th DAY OF March 2014.

OSCAR A. KELLER, JR.
CHAIRMAN



Nancy D. Swaney
Docket and Office Administrator
NC Occupational Safety & Health Review Commission
1101 Mail Service Center
Raleigh, NC 27699-1101
TEL.: (919) 733-3589
FAX: (919) 733-3020