

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

SEP - 6 2018

COMMISSIONER OF LABOR FOR  
THE STATE OF NORTH CAROLINA

Complainant,

v.

WESTROCK CONVERTING COMPANY

and its successors

Respondent.

) DOCKET NO: 2017 - 5947

) INSPECTION NO: 318108040

) CSHO ID: D9370

) ORDER

THIS CAUSE came on for hearing and was heard before the undersigned R. Joyce Garrett, Administrative Law Judge for the North Carolina Occupational Safety and Health Review Commission, on August 28, 2018, at 10:00 A.M. pursuant to a Notice of Hearing. Victoria Voight, Special Deputy Assistant Attorney General, North Carolina Department of Justice, appeared by teleconference for Complainant. Michael C. Lord, attorney with Williams Mullen, Raleigh, North Carolina, appeared by teleconference for the Respondent. No affected employee of Respondent, or its representative, attended to have a say in, or participate as a party in, the Hearing.

At the time of the Hearing the parties agreed upon and consented to the following Stipulations.

**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, Article 16, Chapter 95 of the General Statutes of North Carolina (hereinafter "the Act"). The Review Commission has jurisdiction over the parties and the subject matter to this action.
2. Respondent is a North Carolina corporation, active and in good standing, in the State of North Carolina, and maintains a place of business in Forrest City, North Carolina. Respondent is an "employer" as defined by N.C.G.S. Section 95-127(11) and it maintains employees as defined by N.C.G.S. Section 95-127(10).
3. During the period of May 30, 2017 through June 2, 2017, an Occupational Safety and Health Officer with the North Carolina Department of Labor conducted an inspection of

Respondent's worksite located at 376 Pine Street Extension, Forest City, North Carolina (the "Inspection").

4. As a result of the Inspection, on July 10, 2017, Complainant issued the following Citation and Notification of Penalty (herein referred to collectively as the "Original Citation"):

**CITATION 01 (Serious)**

<u>Item No.</u>	<u>Standard</u>	<u>Abatement Date</u>	<u>Penalty</u>
001	29 CFR 1910.212(a)(1)	8/3/2017	\$6,300.00

5. The 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. Respondent and Complainant waive the presence of a court reporter at the Hearing and the making of a transcript of the Hearing. Complainant and Respondent have no objection, either procedural or otherwise, to this Hearing and both parties consent to the conduct of this Hearing by the Undersigned and to entry of this Order.

8. Respondent posted the Original Citation and the Hearing Order 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. Respondent confirms that the condition alleged in the Original Citation as amended pursuant to Complainant's Motion has been abated.

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

11. Complainant and Respondent agree that provided the respective Motions of each party are granted (a) 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; (b) this Order is a full and final resolution of the claims set out in the underlying Original Citation, as amended pursuant to Complainant's Motion; (c) 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, (d) none of the 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 Order brought directly under the Occupational Safety and

Health Act of North Carolina (hereinafter referred to as the "Act") by Complainant, this Order shall have the full force and effect of a final order; (e) 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 further 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; (f) 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 and to specific factors applicable to Respondent; and (g) there has been no employee objection to the reasonableness of any abatement period.

12. Respondent agrees to continue to use its best efforts to comply with the requirements of the Act. Further :

- Respondent agrees to develop, document and implement a job hazard analysis (JHA) or similar procedures for all employees working with press brakes and conduct training for all press brake operators and helpers. The training shall cover the function and purpose of operating controls, operating mode controls, die space height adjustment positions, brake controls, hazards of placing any parts of the body within the point of operations, hazards and potential exposure related to each specific piece part bending operation particularly with respect to the piece part itself (part bend pinch point, whipping), dangers of unsafe work practices and the necessity and importance of reporting immediately to the supervisor any condition concerning the power press brake and its operation that may affect the safety of an employee;
- Respondent agrees to continue with its present safety program, including conducting periodic meetings with employees. During such meetings, employees will be able to communicate safety suggestions or complaints to their supervisor who will forward the information to Respondent's safety spokesperson. Respondent agrees to meet regularly with its employees to discuss safety issues and receive safety suggestions or complaints from employees. Respondent's safety spokesperson shall also make recommendations regarding safety to supervisors who will then present such information to employees at the periodic meetings. Respondent agrees that all employees who make suggestions or complaints to their supervisor or the safety spokesperson shall have the same protection provided employees under Article 21, Chapter 95 of the North Carolina General Statutes;

### MOTIONS

Complainant moved to make the following amendments to the Original Citation ("Complainant's Motion"):

- a) Delete Citation 1, Item 1, and the associated penalty.

Except as expressly set forth in Complainant's 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"):

**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 objection, procedural or otherwise, 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 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**;
2. That Respondent's Motion is hereby **GRANTED**.

This 28th day of August, 2018.

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R. Joyce Garrett  
Administrative Law Judge

**CONSENTED TO:**

**For Complainant**

Victoria Voight

Victoria Voight, Special Deputy Assistant Attorney General  
North Carolina Department of Justice

**For Respondent**

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Michael C. Lord, Attorney at Law  
Williams Mullen

WestRock Converting Company 2017-5947

This 28th day of August, 2018.

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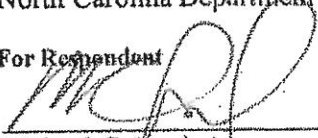
R. Joyce Garrett  
Administrative Law Judge

**CONSENTED TO:**

**For Complainant**

Victoria Voight, Special Deputy Assistant Attorney General  
North Carolina Department of Justice

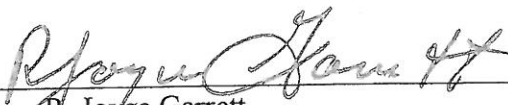
**For Respondent**



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Michael C. Lord, Attorney at Law  
Williams Mullen

This 28th day of August, 2018.

  
\_\_\_\_\_  
R. Joyce Garrett  
Administrative Law Judge

**CONSENTED TO:**

**For Complainant**

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Victoria Voight, Special Deputy Assistant Attorney General  
North Carolina Department of Justice

**For Respondent**

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Michael C. Lord, Attorney at Law  
Williams Mullen

CERTIFICATE OF SERVICE

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

MICHAEL C. LORD  
WILLIAMS MULLEN  
301 FAYETTEVILLE ST.  
SUITE 1700  
RALEIGH, NC 27602

VICTORIA VOIGHT  
NC DEPARTMENT OF JUSTICE  
LABOR SECTION  
P O BOX 629  
RALEIGH, NC 27602-0629

by depositing a copy of the same in the United States Mail, First Class;

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 6 DAY OF September 2018.

ARLENE K. EDWARDS  
CHAIRMAN



Karissa B. Sluss  
Docket and Office Administrator  
NC Occupational Safety & Health Review Commission  
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