"No person shall discharge or in any manner discriminate against any employee because such employee has filed any complaint or because of the exercise by such employee on behalf of himself or others of any right afforded by this Act."

This letter is not a citation, nor is it a notification of proposed penalty, which according to the OSHA Act may only be issued after an inspection or investigation of the workplace. If we do not receive a reponse from you within 15 calendar days indicating that appropriate action has been taken, an inspection will be conducted.

In addition, OSHA's policy is to randomly follow up with an inspection in a sampling of cases in which we receive letters of satisfactory abatement action from an employer. Finally, any action taken by you in this matter cannot remove your workplace from the possibility of an unannounced inspection by duly authorized representatives of OSHA.

If you have any questions concerning this matter, please contact our office. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

R. Davis Layne

R. Davis Layne
Area Director

UCTC 21239