

MARK J. BENNETT 2672  
Attorney General of Hawai'i

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J. GERARD LAM 5326  
Deputy Attorney General  
Department of Attorney  
General, State of Hawai'i  
Labor Division  
425 Queen Street  
Honolulu, Hawai'i 96813  
Telephone: 586-1450

HAWAII  
LABOR RELATIONS BOARD

Attorneys for Director, Department  
of Labor and Industrial Relations

### HAWAII LABOR RELATIONS BOARD

#### STATE OF HAWAII

In the Matter of DIRECTOR,	)	CASE NO. OSH 2005-9
	)	
DEPARTMENT OF LABOR AND	)	STIPULATION AND SETTLEMENT
INDUSTRIAL RELATIONS,	)	AGREEMENT; EXHIBIT A; APPROVAL
	)	AND ORDER
Complainant,	)	
	)	
vs.	)	
	)	
OKADA TRUCKING CO., LTD.,	)	
	)	
Respondent.	)	

### STIPULATION AND SETTLEMENT AGREEMENT

Complainant Director, Department of Labor and Industrial Relations ("Director") and Respondent Okada Trucking Co., Ltd. ("Respondent"), having reached a full and complete settlement of the above-captioned contested case presently pending before the Hawai'i Labor Relations Board ("Board") stipulate and agree as follows:

On or about April 15, 2005, the Director, by and through the State of Hawai'i's Occupational Safety and Health Division ("HIOSH"), inspected Respondent's workplace located at 1515 California Avenue, Wahiawa, Hawaii 96786.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on May 10, 2005 ("Citation") to Respondent alleging violations of the Hawai'i Occupational Safety and Health Standards and assessed an aggregate penalty of \$900.00. *See* Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawai'i Revised Statutes ("HRS").
2. At all relevant times, Respondent maintained a workplace at 1515 California Avenue, Wahiawa, Hawaii 96786.
3. At all relevant times, Respondent was an employer, as defined in HRS § 396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirement of HRS chapter 396, the Hawai'i Occupational Safety and Health Law.
4. Respondent agrees that it has or will abate each violation listed in the Citation in compliance with the abatement requirements under Hawai'i Administrative Rule § 12-51-22. Respondent shall submit the completed abatement certification to HIOSH no later than ten days after the date this Agreement is filed; failure to timely do so may result in additional penalties or follow up inspections.

5. The violations and corresponding characterizations as stated in the Citation are affirmed. *See* Exhibit A.

6. The Director reduces the aggregate penalty from Nine Hundred and No/100 Dollars (\$900.00) to Six-Hundred Thirty and No/100 Dollars (\$630.00), which Respondent shall pay in full to the Director of Budget and Finance upon the execution of this Agreement.

7. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.


8. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

9. Respondent shall continue to comply with HRS chapter 396, the Hawai'i Occupational Safety and Health Law, and the related rules.

10. Nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawai'i Occupational Safety and Health Law, or the related rules.


DATED: Honolulu, Hawaii, AUG - 5 2005.

OKADA TRUCKING CO., LTD.

By:   
Its: President

APPROVED AS TO FORM:

DIRECTOR, DEPARTMENT OF LABOR  
AND INDUSTRIAL RELATIONS, STATE OF  
HAWAI'I

  
J. GERARD LAM  
Deputy Attorney General

  
NELSON B. BEFITEL

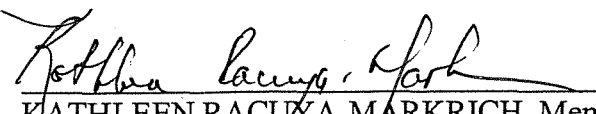
Attorney for Director  
Department of Labor and  
Industrial Relations, State of Hawai'i

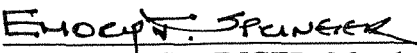
APPROVED AND SO ORDERED BY  
HAWAI'I LABOR RELATIONS BOARD:

ORDER NO. 154

DATED: AUGUST 22, 2005

  
BRIAN K. NAKAMURA, Chair

  
KATHLEEN RACUYA-MARKRICH, Member

  
EMORY J. SPRINGER, Member

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In re: Director, Department of Labor and Industrial Relations vs. Okada Trucking Co., Ltd., OSH  
2005-9, Stipulation and Settlement Agreement, Exhibit "A"; Approval and Order



# OKADA TRUCKING COMPANY, LTD.

Main Office: 2065 South King Street, Rm. 105  
Honolulu, Hawaii 96826-2286

Telephone: 946-4894  
Fax : 946-2077

Shop : 818 Moowaa Street  
Honolulu, Hawaii 96817

Telephone: 841-0138  
Fax : 847-4983

## CORPORATE RESOLUTION

I, Judy Okada, Vice President and Secretary of Okada Trucking Co., Ltd., a Hawaii Corporation, do hereby certify that the following is a full, true, and correct copy of the resolution duly adopted by the Board of Directors of said Corporation, at its meeting duly called and held at the office of the Corporation, 2065 South King Street, Room 105, Honolulu, Hawaii 96826, on the 30<sup>th</sup> day of April 2004, at which a quorum was present and acting throughout and that said resolution has not been modified, amended, or rescinded and continues in full force and effect.

“RESOLVED, that the individual at the time holding the position of Chairman of the Board, President, or Vice President, be and each of them hereby is authorized to execute on behalf of the Corporation any document of the Corporation.”

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Corporation seal of Okada Trucking Co., Ltd. this 26<sup>th</sup> day of July, 2005.

OKADA TRUCKING CO., LTD.

Judy Okada  
Secretary

Sonny Okada  
3741 Poka Place  
Honolulu, Hawaii 96816

Chairman of the Board

Gavin Hubbard  
818 Moowaa Street  
Honolulu, Hawaii 96817

President

Wesley Nakamura  
935 10<sup>th</sup> Avenue  
Honolulu, Hawaii 96816

Vice President

Judy Okada  
2065 South King Street, Room 105  
Honolulu, Hawaii 96826

Vice President/Secretary

Walter Okada  
777 Paani Street, #1106  
Honolulu, Hawaii 96826

Treasurer

State of Hawaii  
Department of Labor and Industrial Relations  
Hawaii Occupational Safety and Health Division  
830 PUNCHBOWL STREET, ROOM 425  
Honolulu, HI 96813  
Phone: (808) 586-9110 FAX: (808) 586-9104



Certified Number: 7003 1680 0004 2962 6754

## Citation and Notification of Penalty

To:  
Okada Trucking Co Ltd  
and its successors  
818 Moowaa St  
Honolulu, HI 96817

Inspection Number: 308485770 (Conroy Dang)

Inspection Date(s): 04/15/2005 - 04/15/2005

Issuance Date: 05/10/2005

OSHC ID: R1844

Optional Report No.: 044-05

Inspection Type: Planned

Scope of Inspection: Comprehensive Inspection

Inspection Site:  
1515 California Ave  
Wahiawa, HI 96786

*The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Law has occurred unless there is a failure to contest as provided for in the Law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

**Posting** - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 4, Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Employers' Right to Contest** - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

**Penalty Payment** - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

**Notification of Corrective Action** - For each violation which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For Willful and Repeat violations, documents (example: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as Serious and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-55-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

**Employer Rights and Responsibilities** - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

**Employees' Right to Contest** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

**Inspection Activity Data** - you should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at [WWW.OSHA.GOV](http://WWW.OSHA.GOV). If you have any dispute with the accuracy of the information displayed, please contact this office.





## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 05/10/2005. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, Honolulu, HI 96813 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.

# STATE OF HAWAII

Department of Labor and Industrial Relations  
Hawaii Occupational Safety and Health Division

Inspection Number: 308485770

Inspection Dates: 04/15/2005 - 04/15/2005



830 Punchbowl Street, Room 425  
Honolulu, HI 96813

Issuance Date: 05/10/2005

## Citation and Notification of Penalty

Company Name: Okada Trucking Co Ltd  
Inspection Site: 1515 California Ave, Wahiawa, HI 96786

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

29 CFR 1926.502(d)(5) [Refer to chapter 12-121.2, HAR] was violated because:

A laborer was using a rope lanyard with non-locking type snaphooks as a part of his personal fall arrest equipment when working 10 feet above the ground. Using non-locking type snaphooks exposed the employee to a fall hazard from disengagement of the snaphooks which could result in a serious injury.

29 CFR 1926.502(d)(5) states "Snaphooks shall be sized to be compatible with the member to which they are connected to prevent unintentional disengagement of the snaphook by depression of the snaphook keeper by the connected member, or shall be a locking type snaphook designed and used to prevent disengagement of the snaphook by the contact of the snaphook keeper by the connected member. Effective January 1, 1998, only locking type snaphooks shall be used."

Location: Project site at 1515 California Avenue

Date By Which Violation Must be Abated:  
Penalty:

Corrected  
\$900.00

NELSON B. BEFITEL  
DIRECTOR

State of Hawaii  
Department of Labor and Industrial Relations  
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION  
830 PUNCHBOWL STREET, ROOM 425  
Honolulu, HI 96813

### SUMMARY OF PENALTIES

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Company Name: Okada Trucking Co Ltd  
Inspection Site: 1515 California Ave  
Wahiawa, HI 96786  
Issuance Date: 05/10/2005

Summary of Penalties for Inspection Number 308485770

Citation 01, Serious	=	\$900.00
<b>TOTAL PENALTIES</b>	=	<b>\$900.00</b>

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Make check or money order payable to the "Director of Budget and Finance." Please indicate the inspection number and dba, if company name is different, on the remittance. A fee of \$15.00 will be charged for any returned checks.

If receipt is desired, please indicate with payment; otherwise, your cancelled check will be your receipt.