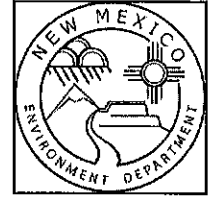


State of New Mexico  
Environment Department  
Occupational Health and Safety Bureau  
525 Camino de los Marquez, Suite 3  
Santa Fe NM 87505  
Phone: (505) 476-8700 Fax: (505) 476-8734



## Citation and Notification of Penalty

To:  
Hakes Brothers  
AND ITS SUCCESSORS  
271 Paseo De Dia Ste 400  
Las Cruces, NM 88011

**Inspection Number:** 1646240  
**Inspection Date(s):** 01/26/2023-01/26/2023  
**Issuance Date:** 06/12/2023

**Inspection Site:**  
373 Barred Rock Ct.  
Las Cruces, NM 88007

*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 (this Citation) describes violations of the Occupational Safety and Health Act of 1970. 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 proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty you mail a notice of contest to the Environment Department, Occupational Health and Safety Bureau at the address shown above. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission 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 Federal 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, at the request of an employer, affected employee, or representative of employees, the Bureau Chief or the Bureau Chiefs designee may hold an informal conference. At this conference any issues raised by an inspection, citation, proposed penalty, proposed petition for modification of abatement date or proposed petition for variance may be discussed. If you intend to request an informal conference, take care to schedule it early enough to allow time to contest after the informal conference discussion, should you decide to do so.

When the conference is requested by an employer, an affected employee or representative shall be afforded an opportunity to participate, at the discretion of the Bureau Chief or Bureau Chiefs designee. When the conference is requested by an employee or representative of employees, the employer shall be afforded an opportunity to participate, at the discretion of the Bureau Chief or Bureau Chiefs designee.

The request for an informal conference and the informal conference meeting shall not extend or modify in any manner:

- 1) an abatement date established in the citation;
- 2) the deadline for an employer to file a notice of contest;
- 3) any other filing deadline related to the citation; or
- 4) any matter pending before the bureau.

Once an employer files a notice of contest, a petition for modification of the abatement date, a request for a commission hearing, a petition for variance, or other filing with the Occupational Health and Safety Review Commission or the Environment Department, the opportunity for an informal conference is no longer available.

**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 proposed penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Bureau Chief in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency. It is recommended that the Notice of Contest be filed via "Certified Mail".

**Penalty Payment-** Penalties are due within 15 working days of receipt of this notification unless contested. Make your check or money order payable to the Environment Department, Occupational Health and Safety Bureau. Please indicate the Inspection Number on the remittance.

OSHA 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 violations which you do not contest, you should notify the Occupational Health and Safety Bureau (OHSB) that each cited violation has been abated. To certify abatement, you should complete the "Description of Corrective Action Taken" box which follows each citation and sign the statement on the last citation page. You are not required to certify abatement if the compliance officer observed that abatement has occurred during the on-site inspection. The citation may indicate that you should submit additional documentation such as photographs, purchase orders, copies of written programs, etc. Failure to return all completed forms and documents to the Program Manager no later than 10 days after the abatement date may result in additional penalties.

You are also required to inform your employees about abatement activities by posting a copy of each document submitted to OHSB or a summary of the document near the place where the violation occurred. Documents must remain posted for 3 working days after submission to OHSB.

**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 30 days after the discrimination occurred with the Environment Department, Occupational Health and Safety Bureau at the address shown above.

**Notice to Employees -** 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 Environment Department, Occupational Health and Safety Bureau at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

State of New Mexico  
Environment Department  
Occupational Health and Safety Bureau



525 Camino de los Marquez, Suite 3  
Santa Fe, NM 87505  
Phone: (505) 476-8700 Fax: (505) 476-8734

**Inspection #:** 1646240  
**Inspection Date(s):** 01/26/2023-01/26/2023  
**Issuance Date:** 06/12/2023

### **Citation and Notification of Penalty**

**Company Name:** Hakes Brothers  
**Inspection Site:** 373 Barred Rock Ct. Las Cruces, NM 88007

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

NMAC11.5.3.9

29 CFR 1926.102(a)(1): The employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.

Employees were cutting floor tiles with a tile saw and were not using any eye protection, exposing them to struck-by hazards from flying debris.

PROOF OF ABATEMENT:

Date Corrected:
Describe Corrective Action:

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**July 07, 2023**  
**\$7,000.00**

**State of New Mexico**  
Environment Department  
Occupational Health and Safety Bureau



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**Inspection #:** 1646240  
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**Citation and Notification of Penalty**

**Company Name:** Hakes Brothers  
**Inspection Site:** 373 Barred Rock Ct. Las Cruces, NM 88007

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

NMAC 11.5.3.9

29 CFR 1926.501(b)(1): "Unprotected sides and edges." Each employee on a walking/working surface (horizontal and vertical surface) with an unprotected side or edge which is 6 feet (1.8 m) or more above a lower level shall be protected from falling by the use of guardrail systems, safety net systems, or personal fall arrest systems.

Employees were working at a height greater than 6 feet with an unprotected edge without proper fall protection exposing them to a fall hazard.

PROOF OF ABATEMENT:

Date Corrected:
Describe Corrective Action:

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**July 07, 2023**  
**\$9,231.00**

**State of New Mexico**  
Environment Department  
Occupational Health and Safety Bureau



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**Inspection #:** 1646240  
**Inspection Date(s):** 01/26/2023-01/26/2023  
**Issuance Date:** 06/12/2023

**Citation and Notification of Penalty**

**Company Name:** Hakes Brothers  
**Inspection Site:** 373 Barred Rock Ct. Las Cruces, NM 88007

Citation 1 Item 3      Type of Violation: **Serious**

**NMAC 11.5.3.9**

29 CFR 1926.1053(b)(1): When portable ladders are used for access to an upper landing surface, the ladder side rails shall extend at least 3 feet (.9 m) above the upper landing surface to which the ladder is used to gain access; or, when such an extension is not possible because of the ladder's length, then the ladder shall be secured at its top to a rigid support that will not deflect, and a grasping device, such as a grabrail, shall be provided to assist employees in mounting and dismounting the ladder. In no case shall the extension be such that ladder deflection under a load would, by itself, cause the ladder to slip off its support.

Employees were using a ladder that did not reach the minimum requirement of extending 3 feet above the landing surface exposing them to a fall hazard.

**PROOF OF ABATEMENT:**

Date Corrected:
Describe Corrective Action:

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**July 07, 2023**  
**\$11,868.00**

I attest that all corrective actions contained in this document are accurate and affected employees have been informed of the abatement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**State of New Mexico**  
Environment Department  
Occupational Health and Safety Bureau



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**Inspection #:** 1646240  
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**Citation and Notification of Penalty**

**Company Name:** Hakes Brothers  
**Inspection Site:** 373 Barred Rock Ct. Las Cruces, NM 88007

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Pursuant to the New Mexico Environment Department Delegation Order dated March 24, 2023, the Cabinet Secretary has delegated the authority to issue this Citation and Notification of Penalty to the Occupational Health and Safety Bureau Chief.

A handwritten signature in blue ink, appearing to read "R. Genoway", is written over a horizontal line.

Robert Genoway, Bureau Chief

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Environment Department  
Occupational Health and Safety Bureau  
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Phone: (505) 476-8700 Fax: (505) 476-8734



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## INVOICE

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**Company Name:** Hakes Brothers

**Inspection Site:** 373 Barred Rock Ct. Las Cruces, NM 88007

**Issuance Date:** 06/12/2023

**Summary of Penalties for Inspection Number:** 1646240


Citation 1 Item 1, Serious	\$7,000.00
Citation 1 Item 2, Serious	\$9,231.00
Citation 1 Item 3, Serious	\$11,868.00

**TOTAL PROPOSED PENALTIES:** **\$28,099.00**

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Please remit payment promptly to this office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: Environment Department, Occupational Health and Safety Bureau. Please indicate OHSB's Inspection Number (indicated above) on the remittance.

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

  
\_\_\_\_\_  
Robert Genoway, Bureau Chief

6/12/2023  
\_\_\_\_\_  
Date