



STATE OF WASHINGTON
DEPARTMENT OF LABOR AND INDUSTRIES
Division of Occupational Safety and Health
PO Box 44600 • Olympia, Washington 98504-4600

April 11, 2019

FRANCISCAN MEDICAL GROUP
ST JOSEPH MEDICAL CENTER
1717 South J St
Attn: Tim O'Haver C.O.O.
Tacoma, WA 98405

OSHA #: 1375770
Inspection: 317951790
UBI: 601930162
Region: 3-Health
Inspector ID: V5980
Reference: 209478770

Dear Employer:

Enclosed are the results of the safety and health inspection of your workplace. This packet contains:

- **Citation Invoice** – The total assessed penalty is \$14,400.00
- **Citation and Notice of Assessment** – Washington Administrative Code (WAC) Violations.
- **Employer Certification of Abatement instruction and form** - Correct all violations and return written verification or additional penalties may result.
- **Employer Appeal Rights** – You have 15 working days to appeal this citation.

You must immediately post this Citation and Notice of Assessment at or near where the violation(s) occurred, where employees can easily find and read it, or where employees normally receive posted information. All postings must remain until you have corrected all violations, or for three working days, whichever is longer. "Working day" means a calendar day, except Saturdays, Sundays and all legal state holidays.

Because this inspection is public information, the result will be posted online 30 days after the above date by the Department of Labor & Industries. You may view it at www.secure.lni.wa.gov/verify .

Please visit www.lni.wa.gov/PublicRecords if you would like to request a copy of the inspection file. Your choices are:

- Safety & Health Citation Only
- Safety & Health Brief Inspector Summary Report (short description the inspector writes to summarize the reason for the inspection only – not complete file)
- Safety & Health Detailed Inspection Summary Report (detailed summary of inspection including penalty calculation only – not complete file)
- Safety & Health Citation and Complete Inspection File (The complete legal file which contains the detailed information regarding the inspector's findings, the citation, and calculation of any penalty. This will be especially helpful if you are contemplating filing an appeal.)

If you have questions, call the compliance supervisor, Kat Gregersen, at (206) 515-2824.

Respectfully,

Anne F. Soiza

Anne F. Soiza
L&I Assistant Director
Division of Occupational Safety & Health



Washington State Department of
Labor & Industries
Division of Occupational Safety and Health

Invoice

Inspection: 317951790

UBI: 601930162	Issued: April 11, 2019
Legal Name: FRANCISCAN MEDICAL GROUP	Opening Conference: October 31, 2018
DBA Name: ST JOSEPH MEDICAL CENTER	Closing Conference: April 2, 2019
Inspection: 1717 South J St,	Inspector ID: V5980
Site: Tacoma, WA, 98405	

Summary of Assessed Penalties Due

The Citation and Notice of Assessment includes a full description of each violation.

Violation Item	Violation Type	WAC	Correction Due Date	Penalty Amount
1-1a	Serious	WAC 296-800-32020(1)	4/29/2019	\$4,800.00
1-1b	Serious	WAC 296-800-32020(2)	4/29/2019	\$0.00
1-2	Serious	WAC 296-800-13020(2)	4/29/2019	\$4,800.00
1-3a	Serious	WAC 296-800-13020(1)(a)	4/29/2019	\$4,800.00
1-3b	Serious	WAC 296-800-13020(1)(b)	4/29/2019	\$0.00
<u>Total Penalty Due</u>				\$14,400.00

PAYMENT INFORMATION

Payment is due 15 working days from receipt of this citation.

Make check payable to the Department of Labor and Industries.

Write Inspection number 317951790 on the check and mail to:

Attn: DOSH Cashier
Department of Labor and Industries
PO Box 44835
Olympia, WA 98504-4835
 Or deliver to: Any L&I office



Washington State Department of
Labor & Industries
Division of Occupational Safety and Health

Post This Document
Citation and Notice of Assessment
Inspection: 317951790

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Inspection 1717 South J St Tacoma, WA 98405

Inspector ID: V5980

Site:

Violation 1 Item 1a

Violation Type: Serious

WAC 296-800-32020(1)

When conducting accident/incident investigations, the employer did not include employee representatives chosen by the employees or selected by the union to be part of the investigative team. The information collected did not include:

- 1) Who the witnesses were.
- 2) What the employee was doing just before the incident occurred.
- 3) What happened during the incident.

If effective, inclusive incident investigations do not occur, incidents may occur again. There are 2,841 employees working as doctors, nurses, certified nursing assistants (CNA), sitters, EMTs, physical therapists, security guards, and other specialties that work with patients where violence in the workplace can occur. When physical assaults occur there is a substantial probability that death or serious physical harm can occur.

Correct by: 4/29/2019

Assessed penalty: \$4,800.00

Violation 1 Item 1b

Violation Type: Serious

WAC 296-800-32020(2)

The employer didn't contact a shop steward, an employee representative member of the safety committee, or a person selected by employees to represent them on the incident investigation team. During the employer's preliminary investigations, neither the WSNA (Washington State Nurses Association) nor the SEIU Healthcare 1199 NW received notification that physical assaults occurred on their members.

The violations above have been grouped because they involve similar or related hazards that may increase the potential for illness or injury resulting from an exposure or accident. A single penalty is applied to the first item in the group.

Correct by: 4/29/2019

Assessed penalty: Included in Violation 1 Item 1A



Violation 1 Item 2

Violation Type: Serious

WAC 296-800-13020(2)

The employer did not ensure that the safety committee covered required safety meeting topics at the committee meetings. The safety committee did not:

1. Review safety and health inspection reports to help correct safety hazards, and
2. Evaluate accident investigations conducted since the last meeting.

Following up on incidents must be done to ensure that cause(s) of unsafe situations are identified and corrected.

Correct by: 4/29/2019
Assessed penalty: \$4,800.00

Violation 1 Item 3a

Violation Type: Serious

WAC 296-800-13020(1)(a)

The employer established a safety and health committee but half the members were not employee representatives elected by their co-workers or selected by their bargaining representative or union. When physical assaults occur there is a substantial probability that death or serious physical harm can occur. Safety committee members, including elected employees, must review these incidents.

NOTE: Employees selected by the employees bargaining representative or union qualify as employee-elected.

Correct by: 4/29/2019
Assessed penalty: \$4,800.00

Violation 1 Item 3b

Violation Type: Serious

WAC 296-800-13020(1)(b)

The employer established a safety and health committee but the chair was not elected by the safety committee members.

The violations above have been grouped because they involve similar or related hazards that may increase the potential for illness or injury resulting from an exposure or accident. A single penalty is applied to the first item in the group.

Correct by: 4/29/2019
Assessed penalty: Included in Violation 1 Item 3A