

U.S. Department of Labor

Occupational Safety and Health Administration  
Tampa Area Office  
5807 Breckenridge Pkwy Suite A  
Tampa, FL 33610



March 26, 2021

Stephen Howell  
Southeastern Construction and Maintenance, Inc.  
1150 Pebbledale Road  
Mulberry, FL 33860

RE: OSHA Activity No. 1748284

Dear Mr. Howell,

This letter is to follow up the conversation we had on March 22, 2021 in reference to the employee injury that occurred on 03/20/2021 at your worksite. I wanted to remind you that there are some important steps you should now be taking to ensure the safety of your workers and avoid the need for an OSHA inspection.

In most cases, a serious injury indicates the presence of workplace hazards that threaten the health and safety of other workers. OSHA is very concerned that additional employees at your worksite are at risk of being injured. While this letter is not a citation, and we do not intend to conduct an inspection at this time, **we ask that you immediately conduct your own investigation into the incident and make any necessary changes to avoid further incidents.**

**Please complete each of the following by April 2, 2021:**

- Conduct an incident investigation (see Attachment A)
- Document findings and send corrective actions to (813) 626-7015 or [tampa.osha@dol.gov](mailto:tampa.osha@dol.gov)
- Post a copy of this letter where employees can readily review it
- Fax or email a copy of the signed Certificate of Posting (Attachment B) to (813) 626-7015 or [tampa.osha@dol.gov](mailto:tampa.osha@dol.gov)

**If we do not receive a response from you by April 2, 2021 indicating the actions you have taken, your worksite may be considered for an immediate on-site inspection.**

The goal of your incident investigation will be to identify both the immediate and the underlying causes of the incident. To assist you in conducting an effective investigation, I have attached a guide you can use in identifying the root causes of the incident and taking the necessary steps to ensure your employees are protected from future injuries. Additional resources are available at <http://www.osha.gov/dcs/p/products/topics/incidentinvestigation/index.html>.

Please note that it is against the law for employers to retaliate or discriminate in any way against an employee for raising safety and health issues or for exercising their rights under the OSHA law. This includes the right to report a work-related injury or illness to their employer, or to contact OSHA.


After correcting any immediate hazards, small and medium-sized businesses may be interested in requesting free, confidential assistance from the On-Site Consultation Program. Consultants from a state agency or university will work with you to identify workplace hazards, provide advice on compliance with OSHA standards, and assist you in establishing a safety and health management program. These services are separate from enforcement and do not result in penalties or citations. See the attached pamphlet for more information or call (813) 974-9962 to reach your local On-Site Consultation office. The pamphlet is also available at [www.osha.gov/Publications/3357consultation-sm.pdf](http://www.osha.gov/Publications/3357consultation-sm.pdf).

If you have any questions, please contact:

Erin Sanchez  
USDOL/OSHA/Tampa Area Office  
5807 Breckenridge Pkwy Suite A  
Tampa, FL 33610  
Telephone: (813) 626-1177 Facsimile: (813) 626-7015  
E-Mail: [sanchez.erin@dol.gov](mailto:sanchez.erin@dol.gov) and [tampa.osha@dol.gov](mailto:tampa.osha@dol.gov)

Your support and interest in the safety and health of your employees is appreciated.

Sincerely,



For: Danelle Jindra  
Area Director