



**Vermont Department of Labor  
Vermont Occupational Safety and Health Administration**

Date: 3/20/2026

In the Matter of: Georgia, Town of

VOSHA Inspection Number(s): 1854087

**Expedited Informal Settlement Agreement (EISA)**

The Georgia, Town of (Employer) and the Vermont Occupational Safety and Health Administration (VOSHA), hereby agree to settle the attached citations and penalties issued on 3/20/2026 as follows:

- 1) The Employer shall correct the violations as cited in the attached citations by the date listed on the citation.
- 2) The Employer shall abate each citation providing evidence of the abatement and signing the provided abatement verification certification form.
- 3) The Employer shall pay the proposed penalties as issued with the attached citations or as amended by VOSHA based off the EISA option chosen. Payment of the amended penalties will be made within 20 days of the employer receiving this agreement. **Failure to abide by this agreement will void all penalty modifications and the penalty due will revert to the original amount of \$7094.00.**
- 4) The Employer waives its rights to contest the attached citations and penalties by signing this expedited settlement agreement.
- 5) Each party will bear its own fees and other expenses incurred in connection with any steps of this proceeding.
- 6) The Employer shall immediately post a copy of this expedited settlement agreement and the abatement verification certification form in a prominent place at or near the location of the violations. These documents will remain posted until the violations have been corrected or for three working days (excluding federal/state holidays and weekends) whichever is longer.
- 7) The Employer agrees to continue to comply with the applicable provisions of the Occupational Safety and Health Act of 1970 and any rules adopted by the Vermont State Legislature pursuant to this act or any federal rules adopted pursuant to this act.
- 8) Choose from the two options in Attachment A by signing the chosen option and follow the steps for your chosen option. *If you cannot follow the steps outlined exactly in the below options, you must contact the VOSHA within 20 calendar days of receiving the citation packet for an Informal Conference Meeting to negotiate an Informal Settlement Agreement OR you can just pay the unamended full fine and provide abatement evidence OR you may provide written Notice of Contest. Sign Attachment A and return it electronically to VOSHA.*

ATTACHMENT A

**Option 1: CORRECTION VIOLATIONS IMMEDIATELY AND PAY REDUCED PENALTY**

Sign here if choosing this option: \_\_\_\_\_

1. Abate each citation by the abatement date listed in the citations.
2. Submit:
  - (1) Evidence of abatement **AND** (2) signed CERTIFICATION OF CORRECTIVE ACTION WORKSHEET describing the abatement measures; and
  - [OPTIONAL] Contact VOSHA to provide abatement consultant details.
3. Email abatement evidence and signed WORKSHEET to VOSHA.
4. Post the CORRECTIVE ACTION WORKSHEET for 3 working days.
5. Penalty Reduction: **30%**
  - Reduced Penalty Amount to Pay: **\$4,965.00**
6. The VOSHA Program Manager or Designee will sign and return the EISA.

\_\_\_\_\_

Consultant Information (if applicable):

- Name/Company: \_\_\_\_\_
- Start Date: \_\_\_\_\_
- Estimated Completion: \_\_\_\_\_
- Email Address: \_\_\_\_\_
- Phone Number: \_\_\_\_\_

**Option 2: CONTACT Project WorkSAFE AND  
PAY REDUCED PENALTY**

Sign here if choosing this option: \_\_\_\_\_

1. Sign and email the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET describing the abatement measures.
2. Contact Project WorkSAFE consultation for abatement assistance within 20 days of receipt.
  - **NOTE:** The Employer shall contact Project WorkSAFE directly and within 20 days of receipt. **You must mention this agreement as a condition of abatement for the attached citations.**
3. Enter the date Project WorkSAFE was contacted below.
  - Contacted Date: \_\_\_\_\_
4. Project WorkSAFE will confirm scheduled visit directly with VOSHA.
5. Penalty Reduction: **50%**
  - Reduced Penalty Amount to Pay: **\$3,547.00**
6. The VOSHA Program Manager or Designee will sign and return the EISA.

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**CONTACT INFORMATION:**

Luke McCarthy, Program Manager

888-723-3937

[Luke.McCarthy@vermont.gov](mailto:Luke.McCarthy@vermont.gov)

<https://labor.vermont.gov/workplace-safety/project-worksafe>

**IMPORTANT:**

If the Employer does not contact Project WorkSAFE within 20 days of receipt and/or stops working with Project WorkSAFE before full abatement, the penalty reverts to the original amount of **\$7094.00**.

**PAYMENT:** Please make all checks/money orders payable to "VOSHA." Payment must be received within 20 calendar days. The inspection number must be referenced on the check or risk untimely processing.

**ABATEMENT:** All abatements designated in this agreement shall be completed or could be subject to additional citations and penalties of up to \$16,500.00 per day.

**EMAIL ALL ABATEMENT DOCUMENTATION AND ALL PAGES OF THE SIGNED EISA TO:**

**Anna.Hill@vermont.gov**

**Karl.Hayden@vermont.gov**

\_\_\_\_\_  
For: Employer

\_\_\_\_\_  
For: VOSHA

\_\_\_\_\_  
Job Title/Signing Authority

\_\_\_\_\_  
Job Title/Signing Authority

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Date Signed

### **NOTICE TO EMPLOYEES**

The law gives you or your representative the opportunity to object to any abatement date set for a violation if you believe the date to be unreasonable. Any contest to the abatement dates of the citations amended in paragraph four of this Settlement Agreement **must be received in writing** and emailed or mailed to the **Vermont Department of Labor – VOSHA, P.O. Box 488 Montpelier, VT 05601-0488**, within 20 days (excluding federal/state holidays and weekends) of the receipt by the employer of this Expedited Informal Settlement Agreement. You or your representative also have the right to object to any of the abatement dates set for violations referred to in paragraph three provided that the objection is **mailed to the office shown above within the 20-working day period** established by the original citation.