

CASE STUDY: **Dollar Tree**

Retailer Fined \$825,000 for OSHA Violations

MANAGING EH&S FOR MULTIPLE RETAIL SITES

The Risk

Retailers often struggle to maintain compliance across multiple locations. Having dedicated Environmental Health and Safety (EHS) staff at each site is impractical, yet managers or supervisors tasked with these duties may not have the time or training to stay on top of safety regulations. This puts their employees and their company at risk. Dollar Tree, Inc. found this out the hard way when OSHA inspections at 13 stores across the country discovered that improperly stacked and stored inventory was causing dangerous conditions, including:

- Blocked emergency exits
- Storage exceeding height limitations
- Unsecured shelving
- Obstructed access to exit routes, fire extinguishers, and electrical equipment assessments

The stores also lacked hazard assessments and employee training that would help staff identify and mitigate safety risks.

The Impact

Because multiple stores violated the same OSHA requirements, citations were considered repeat violations, pushing the proposed penalties as high as \$70,000 per violation. Dollar Tree and the US Labor Department reached a settlement agreement resulting in the payment of \$825,000 in penalties. In addition, Dollar Tree must implement a variety of measures to safeguard employees, including instituting a comprehensive safety and health program consistent with OSHA guidelines, conducting employee training, and establishing best practices for engineering and administrative controls. In addition, Dollar Tree must engage a third-party monitor to audit stores and set up a toll-free hotline for employees to report safety and health issues. Over the two-year term of the settlement agreement, Dollar Tree is required to submit progress reports to OSHA and undergo periodic OSHA inspections to ensure implementation is progressing in accordance with the agreement.

AssuredCompliance: A Less Costly Alternative

Protect Your Employees and Your Brand with a Full-Service Program That Covers All of Your Sites.

Hellman & Associates partners with retailers to maintain compliance with EHS requirements across all regulatory agencies, including OSHA, EPA, DOT, and state and federal agencies. Our team of EHS experts begins by assessing a sampling of your stores. We will then define and document your regulatory obligations and develop a customized plan to achieve and maintain compliance.

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Once you have a solid program in place, H&A's service team and our AssuredCompliance Software™ (ACS) enables you to manage compliance across stores, using a single, centralized repository to assign and track tasks. With ACS, you can view the big picture of your EHS operations, drill down to specific details on outstanding compliance issues, and know at a glance what needs to be resolved and who is accountable.

- Assign and manage compliance requirements across multiple stores
- Anticipate upcoming events with ACS's unique compliance calendar
- Send automated email notifications to the responsible party
- Pull comprehensive reports, either by location or company-wide
- Get at-a-glance status via a color-coded green/yellow/red dashboard
- Manage documentation with a built-in library for easy reference
- Track completion of training and tasks

Take the Risk Out of Regulatory Compliance

AssuredCompliance gives you confidence that all of your locations are in safe, working order, and the data to back that up. Contact us today at 303-384-9828 or email info@ehscompliance.com.