July 31 OSHA employer letter: both photographed pages

SELECTION

Both photographed pages of the July 31, 2025 OSHA employer letter concerning complaint 2328412. Original PDF pages 43-44 of the August 20, 2025 EPA supplemental update. The photographs show a notice pinned to a board; their exact capture dates are not established.

EXISTING COUNTERPART

The first photograph is already represented in the reviewed OSHA inspection file at selection page 52 (original production page 162). A separately saved two-page notice visually matches both binder photographs. The local notice and the inspection copy use an identical JPEG for page one; the binder uses a different image encoding. This selection completes the photographed letter, not a new complaint or event.

WHAT THE LETTER SAYS

OSHA relays one alleged falling-debris hazard and requests an employer response by August 7. It says that OSHA has not determined whether the alleged hazards exist and that this letter is not a citation. The continuation explains posting, consultation and general employee protections.

SCOPE LIMITS

The letter references Attachment A, a certificate of posting, which is not pictured here. These pages do not establish when posting occurred, whether OSHA received the certificate or the employer's response, or the ultimate case outcome.

PRIVACY TREATMENT

No visible redaction was needed. Both source pages retain their visible content and layout; PDF metadata, links and annotations are removed. The general employee-protection paragraph does not identify a private retaliation case.

U.S. Department of Labor

Occupational Safety and Health Administration
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

July 31, 2025

John Furner
Walmart Supercenter
2311 South Jefferson Avenue
Mount Pleasant, TX 75455

RE: OSHA Complaint No. 2328412

Dear Employer:

On Jul 28, 2025 the Occupational Safety and Health Administration (OSHA) received a notice of alleged workplace hazard(s) at your worksite at:

2311 South Jefferson Avenue
Mount Pleasant, TX 75455

A representative of your company was notified, by telephone, of alleged hazards on Thursday, July 31, 2025. The specific nature of the alleged hazards are as follows:

Employees working inside the store are exposed to falling debris hazards from roofing work above the store.

OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **Thursday, August 7, 2025** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and Health Act, may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. **If we do not receive a response from you by Thursday, August 7, 2025 indicating that appropriate action has been taken or that no hazard exists and why, an OSHA inspection will be conducted.** An inspection may include a review of the following: injury and illness records, hazard communication, personal protective

equipment, emergency action or response, bloodborne pathogens, confined space entry, lockout, and related safety and health issues.

Please note, however, that OSHA selects for inspection some cases where we have received letters in which employers have indicated satisfactory corrective action. This is to ensure that employers have actually taken the action stated in their letters.

If you need assistance to help resolve the issues of this complaint, the State of Texas offers OSHA consultation services, without charge, to assist in resolving all occupational safety and health issues. The variety of services available of the scheduling of those services may be limited by the consultation project's requirement to give priority to small business in high hazard industries and by its backlog. However, you may be able to obtain similar services from your insurance carrier or private consultant in a more timely fashion. To discuss or request their services, call or write your consultation project at the following address:

TEXAS DEPARTMENT OF INSURANCE
Division of Workers' Compensation (OSHCON)
1515 West Mockingbird Lane, Suite 100
Mail Code 101
Dallas, Texas 75235
Phone: 214-350-9299 Fax: 214-352-6613
www.tdi.state.tx.us

You are requested to **post a copy of this letter and your response** where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 11(c) of the Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health activity.

If you have any questions regarding this matter, please contact the Area Office at the address in the letterhead. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

Gregory R. Wynn
Area Director

Attachment A