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RULE PROPOSALS

**LABOR AND WORKFORCE DEVELOPMENT
PUBLIC SAFETY AND OCCUPATIONAL SAFETY AND HEALTH**

38 N.J.R. 5313(a)

Proposed Amendments: N.J.A.C. 12:100-13

Indoor Air Quality Standard

Authorized By: David J. Socolow, Commissioner, Department of Labor and Workforce Development.

Authority: *N.J.S.A. 34:1-20, 34:1A-3(c), and 34:6A-25 et seq.*, specifically, 34:6A-30, 31 and 32.

Calendar Reference: See Summary below for an explanation of the exception to the calendar requirement.

Proposal Number: PRN 2006-411.

A **public hearing** on the proposed amendments will be held on the following date at the following location:

Friday, January 5, 2007
10:00 A.M. to 12:00 Noon
New Jersey Department of Labor and Workforce
Development
John Fitch Plaza
13th Floor Auditorium
Trenton, New Jersey

Please call the Office of Legal and Regulatory Services at (609) 292-2789 if you wish to be included on the list of speakers.

Submit written comments by February 16, 2007 to:

David Fish, Regulatory Officer
Office of Legal and Regulatory Services
PO Box 110, 13th Floor
Trenton, New Jersey 08625-0110
Fax: (609) 292-8246

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The agency proposal follows:

Summary

The Department is proposing amendments to N.J.A.C. 12:100-13, Indoor Air Quality Standard, which would (1) reflect changes in the law and in the field of occupational safety and health, (2) improve methods by which the Department monitors public employers and ensures their compliance with the Public Employees' Occupational Safety and Health (PEOSH) indoor air quality standard, and (3) improve the precision with which certain terms and concepts are used throughout the subchapter. Each of these amendments, discussed in detail below, have been recommended to the Department by the PEOSH Advisory Board. Pursuant to *N.J.S.A. 34:6A-28*, the PEOSH Advisory Board was created to "assist the commissioner [of Labor and Workforce Development] in establishing standards for the occupational safety and health of public employees." The PEOSH Advisory Board, under the chairmanship of the Commissioner of Labor and Workforce Development, consists of the Commissioner of Education, the State Commissioner of Health, the Commissioner of Environmental Protection, the Commissioner of Community Affairs, the State Treasurer, or their designees, and 18 members appointed by the Governor, as follows: one member representing the fire service, one member representing municipalities, one member representing municipal employees, one member representing county government, one member representing employees of county government, one member representing State employees, one member representing public health care facilities, one member representing employees of public health care facilities, one member representing correctional institutions, one member representing employees of correctional institutions, one member representing law enforcement employees, one member representing local school boards, one member representing local school board employees, one member representing Rutgers, The State University, one member representing employees in institutions of higher education, and three members representing the public. *N.J.S.A. 34:6A-28*.

The Department is proposing that *N.J.A.C. 12:100-13.1* be amended so as to delete the word, "existing" from the phrase, "existing buildings," when addressing the scope of the chapter. *N.J.A.C. 12:100-13.1* currently states that, "This subchapter shall apply to matters relating to indoor air quality in existing buildings occupied by public employees during regular work hours." It was determined by the PEOSH Advisory Board that the word, "existing," adds nothing to the sentence (that is, use of the word "existing" is redundant, since all buildings exist).

The Department is proposing that *N.J.A.C. 12:100-13.2* be amended so as to delete the definition of the term, "designated smoking area." With the passage of P.L. 2005, c. 383, the "New Jersey Smoke-Free Air Act," which prohibits smoking in "an indoor public place or workplace," use of the term "designated smoking area," within the context of the PEOSH indoor air quality standard became obsolete. The Department is also proposing that *N.J.A.C. 12:100-13.2* be amended so as to include within the definition of the term, "office building," buildings in which educational activities are conducted, and to exclude warehouses from the same definition. The Department believes that the structural characteristics of and activities performed within a school are akin to the structural characteristics and activities performed within other accepted types of "office buildings," whereas the structural characteristics of and activities performed within a warehouse are similar to the characteristics of and activities performed within other structures already excluded from the definition of the term "office building," namely, repair shops, garages and print shops. Finally, the Department is proposing that *N.J.A.C. 12:100-13.2* be amended so as to add a definition for the term "sick building syndrome." A definition for this term is needed, because it would be used within proposed new *N.J.A.C. 12:100-13.3(a)7*, discussed in detail below. The definition distinguishes between (1) the situation in which a workplace is characterized by a substantial number of building occupants experiencing health and comfort problems that can be related to working indoors, where reported symptoms do not fit the pattern of any particular illness (sick building syndrome), and (2) the situation in which signs and symptoms of diagnosable illness are identified and can be attributed directly to specific airborne contaminants (building-related illness). The definition is consistent with the description of "sick building syndrome" found within the United States Environmental Protection Agency (EPA) guidance document entitled, *Indoor Air Pollution: An Introduction for Health Professionals*, EPA 402-R-94-007, 1994. The publication of this document was co-sponsored by the American Lung Association, the EPA, the Consumer Product Safety Commission, and the American Medical Association.

The Department is proposing that *N.J.A.C. 12:100-13.3* be amended so as to require the employer to ensure that the "designated person," identified under existing *N.J.A.C. 12:100-13.3(a)* "is familiar with the requirements of this subchapter" and to further require that the "designated person" ensure that the employer has a written plan describing how the employer "will achieve compliance with this subchapter." Proposed *N.J.A.C. 12:100-13.3(a)8* would require the written plan to address such issues as preventative maintenance, recordkeeping, investigation of employee complaints, and contamination control. The Department is also proposing new *N.J.A.C. 12:100-13.3(a)9*, which would require the employer to review and update the written compliance plan at least annually and whenever necessary to reflect new or modified tasks and procedures and to reflect new or revised employee positions. The Department believes that the designated person and written plan requirements will improve compliance by public employers with the indoor air quality standard and will also improve the Department's effectiveness in monitoring public employers for compliance with the

indoor air quality standard. The Department of Health and Senior Services (DHSS), which shares responsibility with the Department of Labor and Workforce Development for enforcement of the Public Employees' Occupational Safety and Health Act (PEOSH Act), *N.J.S.A. 34:6A-25 et seq.*, is preparing a training program to assist public employers in complying with the proposed amendments to *N.J.A.C. 12:100-13.3*, including the designated person and written plan requirements. The DHSS has provided training programs in the past to assist public employers in complying with similar requirements under other health and safety standards, such as the bloodborne pathogen standard, the respiratory protection standard and the hazard communication standard.

In addition, the Department is proposing that *N.J.A.C. 12:100-13.3* be amended so as to (1) improve the precision with which certain terms and phrases are used and (2) add complaints of signs or symptoms that may be associated with "sick building syndrome" to the types of situations which the employer must promptly investigate. Regarding the former, the Department is proposing that the words "reservoirs or" be deleted from the following sentence at *N.J.A.C. 12:100-13.3(a)1*: "Additionally, any reservoirs or parts of this system with standing water shall be checked visually for microbial growth." A reservoir is a part of the system. Thus, inclusion of the words "reservoirs or" is superfluous. Similarly, use of the word "sanitary" in conjunction with the word "vents" is unnecessary, as is the listing of various types of vehicular exhaust (that is, "vehicular exhaust from parking garages, loading docks, and street traffic"), as opposed to simply using the all encompassing term "vehicle exhaust." Thus, the Department is proposing that within *N.J.A.C. 12:100-13.3* the word, "sanitary" be deleted and that the phrase "vehicular exhaust from parking garages, loading docks, and street traffic" be replaced by the term, "vehicle exhaust."

The Department is proposing that *N.J.A.C. 12:100-13.4* be amended so as to delete subsection (a), which addresses workplaces where the employer has established designated smoking areas. As indicated earlier, P.L. 2005, c. 383, the New Jersey Smoke-Free Air Act, prohibits smoking in an indoor public place or workplace. Thus, subsection (a) is obsolete.

The Department is also proposing that *N.J.A.C. 12:100-13.4* be amended so as to (1) replace the term "water leaks" with the term "water intrusion"; (2) require that an employer remediate damp or wet materials by drying, replacing, removing or cleaning same within 48 hours of discovery and that the employer continue such remediation until the water intrusion is eliminated; and (3) add the following to the list of examples of the types of areas where an employer must take measures to remove visible microbial contamination: dehumidifiers, condensate drip pans and heat exchange components. The existing list includes ductwork, humidifiers and other HVAC and building system components, or building surfaces, such as carpeting and ceiling tiles. Regarding the first proposed amendment, the term "water intrusion" is preferable to the term "water leaks," because the latter could be read to exclude many common causes of microbial growth, such as condensation, flooding and plumbing backups. Regarding the second proposed amendment, experts believe that microbial growth begins to occur in wet building materials after 48 hours. See *Mold Remediation in Schools and Commercial Buildings*, EPA, 402-K-01-001, March 2001 (recommends that wet or damp spots be cleaned and dried within 48 hours), and *Mold Prevention Strategies and Possible Health Effects in the Aftermath of Hurricanes and Major Floods*, U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, *Morbidity and Mortality Weekly Report (MMWR)*, June 9, 2006 (Any structure flooded after hurricanes or major floods should be presumed to contain materials contaminated with mold if those materials were not thoroughly dried within 48 hours). Thus, it is important to require remediation of damp or wet materials within 48 hours in order to effectively protect against adverse health consequences resulting from microbial growth. Regarding the third proposed amendment listed above, the Department believes that it is important that the list of the various areas within the HVAC system which require regular inspection should include dehumidifiers, condensate drip pans and heat exchange components. These are all areas where microbial contamination is likely to occur.

The Department is proposing that *N.J.A.C. 12:100-13.5* be amended in order to specifically indicate the types of methods that may be utilized by employers to protect employees from the ill effects of exposure to dust, stone and other particles, toxic gases or other harmful substances resulting from construction work performed in an occupied building. The proposed amendments would indicate that in order to confine air contaminants caused by construction work, employers may use physical barriers or pressure differentials and/or may perform the construction work during periods of minimal occupancy. In addition, the proposed amendments would require that before re-occupancy, work areas must be cleaned and aired out as necessary. The Department believes that requiring work areas to be cleaned and aired out prior to re-occupancy is vital to the overall effort to reduce employee exposure to construction dust and volatile organic compounds which are present during the drying and curing of newly installed materials. Each of the above listed amendments is consistent with United States Occupational Safety and Health Administration (OSHA) standards regarding

general environmental controls, which state, among other things, that, "[a]ll places of employment shall be kept clean to the extent that the nature of the work allows." 29 CFR § 1910.141(a)(3)(i).

In addition, the Department is proposing that *N.J.A.C. 12:100-13.5* be amended so as to move from the end of subsection (b) to the beginning of subsection (b) the requirement that information regarding the chemical content of construction materials be checked prior to selecting those materials. As the subsection is currently written, the first sentence of subsection (b) addresses only the checking of the chemical content of construction materials prior to use of those materials. As amended, the first sentence of subsection (b) would state that before both selection and use of construction materials, the chemical content of those materials must be checked. The Department believes that this amendment would eliminate any confusion regarding when one must check the chemical content of construction materials (before selection and use). The Department is also proposing that, in addition to checking product labels, employers should be required to check Material Safety Data Sheets (MSDS) prior to selecting or using construction materials. An MSDS is a written or printed document concerning a hazardous chemical, which is obtained or developed by chemical manufacturers and importers for each chemical that they produce or import. *N.J.A.C. 12:100-7.3* and *7.7(a)*. *N.J.A.C. 12:100-7.7* lists the required contents of an MSDS and requires that public employers shall have an MSDS in the workplace for each hazardous chemical that they use.

The Department is also proposing that *N.J.A.C. 12:100-13.5(a)* be amended so as to indicate, consistently throughout the subsection, that the requirements contained therein apply to renovation work and/or new construction. Currently the phrase "renovation work and/or new construction" appears in the first sentence of the subsection; however, the second sentence of the subsection refers to "renovation areas." As amended, the second sentence would read, "Renovation and/or new construction work . . ." The Department is proposing a new *N.J.A.C. 12:100-13.5(a)2*, which would require that employers use hazard information to select products when involved in renovation and/or new construction work and that they use this information, "to determine necessary measures to be taken to comply with (a) above." Finally, the Department is proposing that *N.J.A.C. 12:100-13.5(b)* be amended so as to indicate that before selection and use of all carpet products in the course of renovation or construction, not just carpet backing, the employer shall check product labels and Material Safety Data Sheets.

The Department is proposing that *N.J.A.C. 12:100-13.6* be amended so as to require that when an employee or employee representative requests access to records under this section, the employer shall provide such records within 10 days of receipt of the request. The existing rule contains no time limit, but rather states simply that the records shall be made available upon request. The PEOSH Advisory Board recommended that the 10-day time limit be imposed. The Department agrees that 10 days is a reasonable period of time within which to require production by the employer of the requested records for inspection.

The Department is proposing that *N.J.A.C. 12:100-13.7* be amended in order to make clear that the only type of employee complaints addressed by the rule are complaints that have been filed by the employee or employee representative with the State under the PEOSH Act, *N.J.S.A. 34:6A-25* et seq. The Department has always considered it axiomatic, given the scope of the chapter (administration of the PEOSH Act), that the scope of this section would be limited to such complaints. Nevertheless, the Department is proposing this amendment in order to eliminate any possible confusion.

As the Department has provided a 60-day comment period for this notice of proposal, this notice is excepted from the rulemaking calendar requirements pursuant to *N.J.A.C. 1:30-3.3(a)5*.

Social Impact

The proposed amendments to *N.J.A.C. 12:100-13* would have a positive social impact in that they would improve the effectiveness of the Department's enforcement of the PEOSH Act, which in turn, would improve indoor air quality in places of public employment and provide a healthier workplace for public employees. First, the proposed amendments acknowledge and incorporate developments in the science of indoor air quality, such as (1) addressing "sick building syndrome" (as opposed to building-related illness), which has for some time been recognized by the medical community and by the EPA and (2) requiring that employers must remediate damp or wet materials by drying, replacing, removing or cleaning those materials within 48 hours of discovery, as is recommended by the EPA and the Centers for Disease Control and Prevention within the United States Department of Health and Human Services.

The proposed amendments also require certain new measures which have been determined by the PEOSH Advisory Board to be necessary for the effective enforcement by the Department of the PEOSH Act, such as (1) requiring that public employers have a "designated person" who is familiar with the requirements of the subchapter, (2) requiring that

public employers maintain a written plan describing how they will achieve compliance with N.J.A.C. 12:100-13, and (3) requiring that public employers check not only product labels, but also Material Safety Data Sheets prior to selecting and using paints, adhesives, sealants, solvents, or installation of insulation, particle board, plywood, floor coverings, carpet, textiles or other materials in the course of renovation or construction. The designated person and written plan requirements will benefit the Department in its enforcement of the PEOSH Act and public employers in their adherence to the PEOSH Act. The requirement that public employers check Material Data Safety Sheets will benefit all of those who work in or use buildings which house public employees.

The remaining amendments would have a positive social impact in that they would improve the precision with which the rules are expressed and would eliminate several areas of possible confusion among public employers and employees.

Economic Impact

It was the opinion of the PEOSH Advisory Board that any possible costs to public employers associated with the proposed amendments would be offset by financial savings due to increased employee productivity associated with a healthier work environment. The most obvious potential adverse economic impact of the proposed amendments upon public employers would be costs associated with training a "designated person" to be familiar with the requirements of the subchapter and costs associated with maintaining a written plan describing how the public employer will achieve compliance with the subchapter. As indicated in the Summary above, the DHSS, which shares responsibility with the Department of Labor and Workforce Development for enforcement of the PEOSH Act, is preparing a training program to assist public employers in complying with the designated person and written plan requirements. The DHSS has provided training programs in the past to assist public employers in complying with similar requirements under other health and safety standards, such as the bloodborne pathogen standard, the respiratory protection standard and the hazard communication standard. It is the belief of both the Department of Labor and Workforce Development and the DHSS, based on their experience with these earlier programs, that the training program currently being developed will significantly decrease any costs to public employers associated with the proposed amendments.

With regard to the remaining proposed amendments, the Department does not anticipate any adverse economic impact on any affected parties.

Regarding positive economic impact, it is hoped that the proposed amendments will improve the safety of covered workplaces, thereby improving the health and productivity of public employees. This would benefit both public employees and public employers economically in terms of a decrease in health care costs for employees and a decrease in expenditures by employers for workers' compensation, medical benefits, disability benefits and sick leave due to illnesses and complaints related to indoor air quality issues.

Federal Standards Statement

The proposed amendments are governed by *N.J.S.A. 34:6A-25* et seq., and are not subject to any Federal standards or requirements. Therefore, a Federal standards analysis is not required.

Jobs Impact

The proposed amendments would have no impact on either the generation or loss of jobs.

Agriculture Industry Impact

The proposed amendments would have no impact on the agriculture industry.

Regulatory Flexibility Statement

The proposed amendments would not impose recordkeeping, reporting or compliance requirements on small businesses, as that term is defined in the Regulatory Flexibility Act, *N.J.S.A. 52:14B-16* et seq. Specifically, *N.J.S.A. 52:14B-17* defines "small business" as, "any business which is resident in this State, independently owned and operated and not dominant in its field, and which employs fewer than 100 full-time employees." The proposed amendments apply only to public employers in the State. Those public employers are not small businesses and they are not "independently owned and operated." Thus, no further analysis is required.

Smart Growth Impact

The proposed amendments would not have an impact on the achievement of smart growth and the implementation of the State Development and Redevelopment Plan.

Full text of proposal follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

SUBCHAPTER 13. INDOOR AIR QUALITY STANDARD

12:100-13.1 Scope

This subchapter shall apply to matters relating to indoor air quality in [existing] buildings occupied by public employees during regular work hours.

12:100-13.2 Definitions

The following words and terms, when used in this subchapter, have the following meaning unless the context clearly indicates otherwise.

...

["Designated smoking area" means an area in a building, where smoking is permitted and which is physically separated from non-smoking areas and which non-smokers are not required to enter or pass through.]

...

"Office building" means a building in which administrative [and/or], clerical **or educational** activities are conducted. Examples of facilities and/or operations, which are not office buildings, include [schools,] repair shops, garages, [and] print shops **and warehouses**.

...

"Sick Building Syndrome" describes a situation in which a workplace is characterized by a substantial number of building occupants experiencing health and comfort problems that can be related to working indoors. Additionally the reported symptoms do not fit the pattern of any particular illness, are difficult to trace to any specific source and relief from these symptoms occurs upon leaving the building. It is important to distinguish Sick Building Syndrome from problems of building-related illness. The latter term is reserved for situations in which signs and symptoms of diagnosable illness are identified and can be attributed directly to specific airborne contaminants.

12:100-13.3 Compliance program

(a) The employer shall identify a designated person who is given the responsibility to assure compliance with this section. **The employer shall assure that the designated person is familiar with the requirements of this subchapter.** The designated person shall assure that at least the following actions are implemented and documented:

1. Establishing and following a preventive maintenance schedule in accordance with the manufacturer's recommendations or with accepted practice for the HVAC system. Scheduled maintenance of the HVAC system shall include checking and/or changing air filters, checking and/or changing belts, lubrication of equipment parts, checking the functioning of motors and confirming that all equipment is in operating order. Damaged or inoperable components shall be replaced or repaired as appropriate. Additionally, any [reservoirs or] parts of this system with standing water shall be checked visually for microbial growth;

- 2.-4. (No change.)

5. If contamination of the make-up air supply is identified and documented, then the make-up inlets and/or exhaust air outlets shall be relocated or the source of the contamination eliminated. Sources of make-up air contamination may include contaminants from sources such as, **but not limited to**, cooling towers, [sanitary] vents, [vehicular exhausts from parking garages, loading docks, and street traffic] **and vehicle exhaust**;

6. Assuring that building without mechanical ventilation are maintained so that windows, doors, vents, stacks and other portals designed or used for natural ventilation are in operable condition; [and]

7. Promptly investigating all employee complaints of signs or symptoms that may be associated with building-related illness **or sick building syndrome**[.];

8. The employer shall have a written plan describing how it will achieve compliance with this subchapter, which plan shall list the identity and responsibilities of the designated person referred to in (a) above and which shall include procedures which, at a minimum, address the following issues:

i. Following of a preventive maintenance schedule;

ii. Keeping of required records;

iii. Locating of Indoor Air Quality compliance documents;

iv. Investigating of employee complaints;

v. Responding to signed employee complaints that have been submitted to the State alleging violation of the Public Employees' Occupational Safety and Health Act, *N.J.S.A. 34:6A-25 et seq.*;

vi. Notifying employees of work that may introduce air contaminants;

vii. Controlling microbial contamination;

viii. Controlling air contaminants;

ix. Responding to temperature and/or carbon dioxide exceedences;

x. Maintaining air quality during renovations and remodeling;

xi. Obtaining permits and performing work as required by the New Jersey Uniform Construction Code, *N.J.A.C. 5:23*; and

xii. Maintaining natural ventilation in buildings without mechanical ventilation; and

9. The employer shall review and update the written compliance plan referred to in (a)8 above at least annually, and whenever necessary to reflect new or modified tasks and procedures and to reflect new or revised employee positions.

12:100-13.4 Controls of specific contaminant sources

[(a) In workplaces where the employer has established designated smoking areas, the following shall apply:

1. Smoking shall be permitted only in such areas;

2. The employer shall assure that designated smoking areas are enclosed, exhausted directly to the outside, and are maintained under negative pressure (with respect to surrounding spaces) sufficient to contain tobacco smoke within the designated area;

3. The employer shall assure that cleaning and maintenance work in designated smoking areas is conducted only when no smoking is taking place;
4. The employer shall assure that employees are not required to enter designated smoking areas in the performance of normal work activities;
5. The employer shall post signs clearly indicating areas that are designated smoking areas;
6. The employer shall post signs that will clearly inform anyone entering the workplace that smoking is restricted to designated areas; and
7. The employer shall prohibit smoking within designated smoking areas during any period that the exhaust ventilation system servicing that area is not properly operating.]

[(b)] (a) (No change in text.)

[(c)] (b) The employer shall control microbial contamination in the building by promptly repairing water [leaks] **intrusion** that can promote growth of biologic agents[, or shall control microbial contamination in the building by promptly drying, replacing, removing, or cleaning damp or wet materials].

(c) The employer shall remediate damp or wet materials by drying, replacing, removing or cleaning same within 48 hours of discovery and shall continue such remediation until the water intrusion is eliminated.

(d) The employer shall take measures to remove visible microbial contamination in **areas such as** ductwork, humidifiers, **dehumidifiers, condensate drip pans, heat exchange components**, other HVAC and building system components, or on building surfaces, such as carpeting and ceiling tiles, when found during regular or emergency maintenance activities or during visual inspection.

12:100-13.5 Air quality during renovation and remodeling

(a) Renovation work and/or new construction that results in the diffusion of dust, stone and other small particles, toxic gases or other harmful substances in quantities hazardous to health shall be safeguarded by means of local ventilation or other protective devices to ensure the safety of employees. Renovation [areas] **and/or new construction work** in occupied buildings shall be isolated and **air contaminants**, dust and debris shall be confined to the renovation or construction area **by use of measures such as, but not limited to, physical barriers, pressure differentials, and/or performing the work during periods of minimal occupancy.**

1. Before re-occupancy, work areas shall be cleaned and aired out as necessary.

2. Hazard information shall be used to select products and to determine necessary measures to be taken to comply with (a) above.

(b) Before **selection and** use of paints, adhesives, sealants, solvents, or installation of insulation, particle board, plywood, floor coverings, carpet [backing], textiles, or other materials in the course of renovation or construction, the employer shall check product labels **and Material Safety Data Sheets** or seek and obtain information from the manufacturers of those products on whether or not they contain volatile organic compounds such as solvents, formaldehyde or isocyanates that could be emitted during regular use. [This information shall be used to select products and to determine necessary measures to be taken to comply with this section.]

(c) (No change.)

12:100-13.6 Recordkeeping

(a) (No change.)

(b) The records required to be maintained by this section shall be retained for at least three years [and].

(c) **The records required to be maintained by this section shall** be available on request to [employees and employee representatives and] Department representatives for examination and copying.

(d) The records required to be maintained by this section shall be made available to employees and employee representatives for examination and copying upon written request as soon as possible after receipt by the employer of the written request, but no later than 10 working days from the date upon which the employer has received the request.

12:100-13.7 Employer's response to a signed **PEOSH** complaint

(a) Within 15 working days of receipt **by the employer** of [the complaint] notification from the Department **that a complaint has been filed against the employer under the Public Employees' Occupational Safety and Health Act, N.J.S.A. 34:6A-25 et seq.**, the employer shall respond in writing to the Department. The response may include any combination of the following:

1.-4. (No change.)

(b)-(c) (No change.)