

BRIAN SANDOVAL
Governor

STATE OF NEVADA

BRUCE BRESLOW
Director

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DONALD E. JAYNE, CPCU
Administrator

STEVE COFFIELD
Chief Administrative Officer

**DEPARTMENT OF BUSINESS AND INDUSTRY
DIVISION OF INDUSTRIAL RELATIONS**

**Occupational Safety and Health Administration
4600 Kietzke Lane, Building F, Suite 153
Reno, NV 89502**

February 4, 2013

Director Rick Combs
State of Nevada – Nevada State Legislature
401 S. Carson Street
Carson City, Nevada 89701

Dear Mr. Combs,

On February 1, 2013, The Occupational Safety and Health Administration (OSHA) received a notice of safety or health hazards at your worksite located at 401 S. Carson Street, Carson City, Nevada 89701. The specific nature of the alleged hazard(s) is as follows:

1. There is an unstable and dangerous employee that has been allowed to remain at this building despite many of our colleague's concerns regarding his frightening behavior, history of violence, known threats against other employees, arrests, psychiatric commitments, and multiple recent instances of brandishing deadly weapons. He has a grudge against a colleague and has been obsessing about getting vengeance. This issue has not been resolved and there does not seem to be any clear direction from administration as to what we are supposed to do, even though many of us have continued to express that we do not feel safe coming to work. I have not been made aware of any crisis response plan for this situation, and I am not aware of any expert being consulted as to how to keep the rest of us safe.

Please note that every Nevada employer per Nevada Revised Statute 618.375(a)(1) has a duty to provide a workplace free of recognized hazards.

We have not determined whether the hazards, as alleged, exist at your workplace; and we do not intend to conduct an investigation at this time. However, since the allegations of violations have been made, you are requested to investigate the alleged condition(s) and make any necessary corrections or modifications. Please advise me in writing by February 11, 2013 of the results of your investigation. Please provide any supporting documentation of your findings as well as a description of any corrective action you have taken, or are in the process of taking.

This letter is not a citation, or a notification of proposed penalty which, according to the Act, may be issued only after an inspection, or investigation of the workplace. If we do not receive a response from you by February 11, 2013 indicating that appropriate action has been taken or that no hazard exists and why, an investigation may be conducted.

Finally, any action taken by you in this matter will not automatically remove your workplace from the possibility of an unannounced inspection by a duly authorized representative of OSHA in accordance with routine scheduling procedures currently in effect.

You are requested to post a copy of this letter and your response to it where it will be readily accessible for review by all of your employees.

If you have any questions concerning this matter, please contact our office. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

A handwritten signature in black ink that reads "Chris C. Davis". The signature is written in a cursive style with a large, sweeping initial "C".

Chris C. Davis
District Manager Northern Nevada

CCD/jl