



SITE SAFETY WORK RULES AND OSHA COMPLIANCE

The purpose of this project specific safety information is for each Subcontractor to identify and communicate to all its employees, as well as Subcontractor's site safety representatives, the procedures and methods, which will be implemented by the Subcontractor to help promote a safe and healthy jobsite. **All subcontractor employees shall attend an onsite safety orientation video before starting work.** The following safe work rules do not diminish, replace or change any of Subcontractor's obligations to adhere to all applicable federal, state, local, and industry safety requirements. The Subcontractor's safety procedures at a minimum shall include, but are not limited to:

- A. Subcontractors shall **perform their work in compliance with the OSHA standards and abide by** all local, state, and federal regulations, including maintaining written safety policies AND training as they may apply to their work/trade. Additional Owner requirements may apply.
- B. **Subcontractors shall have a Competent/Qualified person** as defined by OSHA on site at all times during their work activities that **will inspect for hazards and has the knowledge and authority to make corrective action.**
- C. As required by OSHA, Subcontractors shall maintain on the project site a copy of their **GHS Hazardous Communication program, including Safety Data Sheets (SDS)** of products/chemicals they bring on site to perform your work. Subcontractors shall maintain appropriate **product manufacturer's labeling** of containers left on site. Subcontractor **employees shall be trained** in their company's GHS Hazardous Communication program as required by OSHA.
- D. Each Subcontractor shall submit their complete **Company Safety Program** to Contractor when they return their signed subcontract agreements. **The program shall include all policies specific to the trade and work activities perform by the subcontractor.** Subcontractor safety program shall include first aid kit and first aid training, emergency procedures and fire prevention plan as well as providing appropriate fire extinguisher for product stored/used onsite.
- E. Subcontractors **shall immediately correct any safety concerns, violations, or hazards related to their Work** following: Subcontractor's own identification of concerns, violations, or hazards; or receipt of notice from the Contractor or others who observe or otherwise discover any safety concerns, violations, or hazards. Contractor will promptly provide the Subcontractor notice should it observe or discover any safety concern, violations, or hazards, but this shall not be deemed to reduce or otherwise diminish the Subcontractor's duty and obligations as to the safety of its Work and the Subcontractor shall remain the controlling employer directly responsible for all applicable safety measures, requirements, safeguards, and procedures. If a serious hazard is found the Subcontractor shall immediately stop Work in the affected area until the hazard is abated or controls are in place to address the hazard.
- F. Monetary fines for safety infractions that are observed or otherwise discovered by the Contractor may be imposed by the Contractor as set forth in the Schedule of Safety Fines for Infractions. **ZERO TOLERANCE FOR FALL PROTECTION VIOLATIONS!!!**
- G. All **Sub-subcontractor employers and employees** shall comply with all OSHA, state and federal laws, Owner Project specific requirements as well as Subcontractor contract requirements, including safety guidelines as outlined above. No exceptions!



- H. Subcontractor employees shall **comply with life safety plans** established for the project.
- I. Subcontractor shall **submit additional project specific safety plans as may be required due to high hazard work activities** such as confined space areas, lock-out/tag-out, hot work, asbestos, dust/fumes/vapors/mists, demolition, occupied work areas, hazardous environment, Owner facility requirements, public, and worker safety.
- J. Subcontractor employees shall **wear all required personal protective equipment (PPE)** as required by their work activities. PPE may include ANSI rated equipment such as hard hats, hard sole-hard toe work boots, gloves, safety glasses, high visibility reflective vests, respirator masks, and face protection. Hard hats shall be worn at all times until such time the final finish stages of the Project have begun or no overhead work hazards exist.
- K. All workers shall be required to **wear long pants and shirts with sleeves**. No worker shall be permitted to allow their workers to wear shorts, tank tops, muscle shirts or tennis shoes on the jobsite.
- L. Any subcontractor performing excavation, digging, drilling, or demolition activities shall **provide a competent person** to remain onsite during work activities who will inspect for hazards, provide any and all private and public locates before beginning work, verify any existing or active utilities to remain in use are protected at all times including coordination of any utility shutdowns with the Contractor Project Superintendent and property owner, implementation and maintenance of protective systems for worker safety. Subcontractor will complete atmospheric testing when required.
- M. For compliance with the OSHA **Subpart R “Steel Erection”** each Subcontractor performing such work shall have a “site-specific” erection plan that details the sequence of the erection activity, crane/derrick selection and placement, steel erection procedures, fall protection procedures, falling objects, hazardous non-routine tasks, employee certifications, qualified or competent persons, rescue/emergency procedures, etc. Some plan portions may need to be developed in coordination with other subcontractors and/or the Contractor. It remains Subcontractor’s obligation to adhere to all applicable federal, state, local, and industry safety requirements and best practices.
- N. Due to the sensitive nature of occupied and/or small working areas, chemical/product exposures, gas powered equipment, and/or confined spaces, Subcontractor shall prepare and submit a **documented plan for any chemical/product, substance or activity having the probability of creating a noxious fume, vapor, mist, dust, etc.** The plan is required to include actions to control the possible hazards that could be caused by such product or activity. Subcontractor shall communicate its plan to all its employees on site and where necessary, to other trades and occupants that could be exposed to the hazard.
- O. Subcontractor work activities involving work at 6’ feet above a walking/working surface shall adhere to the requirements outlined in OSHA **Subpart M “Fall Protection”** including employee training certifications, competent persons, providing and inspecting fall protective equipment and systems to be used by subcontractor employees. No subcontractor employee shall be permitted to perform any elevated work 6’ feet above a walking/working surface without fall protection in place or a **written project specific fall protection plan** in place.



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- P. Any subcontractor performing hoisting/rigging activities using cranes which shall hoist loads 2,000 pounds or more shall comply with OSHA **Subpart CC “Cranes and Derricks in Construction”**. Lift activities shall include verification of items as outlined in Subpart CC including lift plans, designated qualified rigger and signal person qualifications, site plan layout, crane operator certifications and crane inspections, dedicated spotter for lifts performed within 20’ feet of overhead power lines, verification of ground conditions by the Contractor, and work area/hoist area barriers established.
- Q. **Masonry wall construction requires bracing of walls** ‘8’ feet or taller (including initial and intermediate periods), limited access zone area to be defined, including Responsible Person as designed by the Subcontractor. Work activity should include a daily bracing plan to be verified by the Subcontractor Responsible Person.
- R. Only subcontractor employees who have been **licensed, trained or certified** shall operate powder actuated tools, fork lift or rough terrain fork lifts, mechanized equipment, aerial or scissor lifts, earthmoving equipment, and/or motor vehicles.
- S. Any worker or Subcontractor **employee who sustains a work-related injury/illness must report the accident to the Contractor’s Project Superintendent**. The worker may be required to comply with a Post-Accident Drug and Alcohol Test. Any worker who has a Positive Test Result per the Non-DOT 5-Panel guidelines shall not be allowed to return to the Project site until such time the worker has a Negative Test Result. All accidents will be investigated to determine the root cause and means to prevent another such accident.
- T. All Subcontractors shall make their employees aware of the jobsite safety rules and regulations. **Subcontractors must also provide their employees with the proper safety training, equipment and tools deemed necessary for jobsite duties**. This training must include general safety and/or specialized safety training applicable to the subcontractor’s Work.
- U. All Subcontractor and lower tier sub-subcontractor employees will attend a site-specific safety orientation at the project site before starting work.



SCHEDULE OF SAFETY FINES FOR INFRACTIONS:

The Subcontractor, as part of its Contract, is required to meet or exceed all applicable safety measures, requirements, safeguards and procedures, including but not limited to OSHA safety standards. Subcontractor shall correct any unsafe acts and/or conditions before beginning work or immediately upon discovery of or being provided notice of any unsafe acts and/or conditions.

Listed below are the disciplinary measures the Contractor can impose should it observe or otherwise discover that the Subcontractor has failed to adhere to or has violated its safety obligations. Monetary fines imposed by the Contractor are not negotiable and will be deducted from the contract price of the Subcontractor. Expenses incurred by the Owner and/or Contractor as a result of the Subcontractor's safety violations or deviations, or regulatory agency inspection, shall be charged to the Subcontractor at cost times **110%**.

First Degree Infraction - A safety infraction observed or otherwise discovered by the Contractor that has a direct relationship to jobsite health and safety, but probably, would not cause death or serious physical harm.

PENALTY: Written warning.

Second Degree Infraction - A safety infraction observed or otherwise discovered by the Contractor where a substantial probability of death or serious physical harm could result, which the subcontractor had or should have had knowledge of the imminent hazard.

PENALTY: Up to \$250.00 per Incident.

Third Degree Infraction - A safety infraction observed or otherwise discovered by the Contractor where the subcontractor was found to have committed the same infraction as under the First or Second Degree levels.

PENALTY-REPEAT First Degree: Up to \$250.00 per Incident.

PENALTY-REPEAT Second Degree: Up to \$500.00 per Incident.

Fourth Degree Infraction - A safety infraction observed or otherwise discovered by the Contractor where the subcontractor committed an intentional and knowing violation, or is responsible for a hazardous condition and made no reasonable effort to eliminate the unsafe condition or notify those who could be affected thereby.

PENALTY: Up to \$1,000.00 per Incident, including a written notification of the safety infraction to the subcontractor's insurance carrier, and probable termination of contract.

Fifth Degree Infraction - A safety infraction where the subcontractor knowingly committed the same type of infraction under the Fourth-Degree level.

PENALTY: Up to \$5,000.00 per incident, including a written notification of the safety infraction to the subcontractor's insurance carrier on failure to ensure a safe working environment, and probable termination of contract.