

Patrick St. Peter & Sons

Plumbing-Heating-Cooling Contractors

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Lifting Limits Written Safety Plan

Purpose:

Since construction jobs generally require physically demanding tasks routinely performed either at ground level or at heights, the Company requires guidelines for Lifting Limits to prevent injuries to our workers.

Responsibilities:

To ensure that the Company's policy for Lifting Limits is fully implemented, responsibility is assigned to the following individuals:

Enforcement: front-line supervisors

Answering questions: front-line supervisor/safety manager

Authorization of changes in the written policy: project/safety manager

New-employee and refresher training: safety manager/front-line supervisor

Hazard Identification:

Because in many cases, hazards related to plumbing and heating work cannot be eliminated, the following exposures to potential injury can be anticipated:

HAZARD

Force – exerting physical effort to perform a task (such as carrying construction materials) or to maintain control of equipment or tools

Awkward postures – using sustained or dynamic “off-neutral” human body positions (bending, crouching, leaning, twisting and reaching overhead).

Repetition – performing the same activity or series of movements over and over.

Secondary conditions – the hazard of the above risk factors is compounded by:

- Adverse environmental conditions (extreme

INJURY POTENTIAL

The greater the force, the more stress on the musculoskeletal system potentially leading to system sprain and strain.

Stress placed on the musculoskeletal system potentially leading to a system strain or sprain.

Without sufficient rest or muscle recovery time musculoskeletal sprain and strain.

Musculoskeletal system sprain and strain.

- temperatures, poor lighting, bad air quality, loud noise, etc.)
- Contact pressure on hand-held tools
 - Occupational and whole-body vibrations (from vibrating tools or by sitting in moving equipment/vehicle)
 - Improper fit or type of PPE
 - Inadequate recovery time in hard work
 - Poor housekeeping conditions
 - Personal or work-related stress can increase muscle tension and reduce attentiveness to work method.

Company Standards and Procedures:

Due to reasonably expected hazards associated with plumbing and heating work, the following standards and procedures shall be followed by all employees:

Step 1: Process Elimination – Ask why are we doing this work manually? Could we use material handling equipment, tools, processes or different construction materials instead? How much material weight are we handling manually? Should we have an all-terrain forklift on site to move materials around? Have I planned?

Step 2: Engineering Controls through Redesign – Ask why is the building designed this way (e.g., what was the architect and engineer thinking... if you wouldn't have done it that way speak up... you're a professional builder)? What size saw horse is best for the work I am doing? Does it make sense to place a trash can under the saw to catch scrap lumber? Is this job planned or laid out properly?

Step 3: Substitution or Revision of Work Methods or Practices – Do we have, have we chosen or are we using the right tools, equipment and materials for this job? Is there a better way? Do I understand the application of the construction materials and limits of associated tools? How much weight in materials am I lifting to get this work done?

Step 4: Administration with Controls – How much material are we moving manually each day? What does it weigh? _For instance, if I handle 400 bricks weighing 5-pounds each I've moved a ton of bricks. Or if I move 100 8' 2x4's (1,100 pounds) and 25 sheets of ½" plywood (1,300 pounds) I've handled 2,400 pounds of material by hand). Are we taking breaks in our periods of heavy construction work? Are my employees educated?

Step 5: Worker Education – No equipment exists to protect construction workers what are manually handling materials. Therefore, they must be educated on these tasks.

Training:

1. Workers will be trained in neutral postures and human body biomechanics that place minimum stress on the lower back when handling materials.
 - a. Workers will be trained in proper lifting techniques involving equipment and materials commonly used on site.
2. Workers will be educated in the weights of commonly lifted or carried equipment or materials. And how much materials they move in a work day.

3. Workers will be educated in and shown proper stretching techniques prior to lifting. People who exercise and stretch are preparing their body for manual activity to reduce the risk of muscle strain! It is like warming up heavy equipment prior to use.
4. New hires and those returning from extended time away from work will be introduced to physical activities slowly, to allow work hardening.
5. Additionally, we will discuss items that may impact your back, posture & pressure points (e.g., wallets in back pockets, tight clothing, boot style, heavy or unbalanced tool pouches, hand & power tools, work station setups and equipment condition).

Enforcement Policy:

When a worker is observed not using appropriate biomechanics when working, the following steps shall be taken by the immediate supervisor:

1. First occurrence – Verbal warning with coaching to correct poor work habits. Note made in supervisor's daily log or job report.
2. Second occurrence – Written warning. Supervisor and employee sign this formalized reprimand. A copy of the document is placed in the employee's file.
3. Third occurrence – Written warning is completed, and employee is given 8 hours, or one full work day, off without pay.
4. Fourth occurrence – When an employee fails to use proper lifting techniques within 6 months of their being given time off without pay – the employee shall be terminated.