

# **Patrick St. Peter & Sons**

## **Plumbing-Heating-Cooling Contractors**

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### **Personal Protective Equipment Written Safety Plan**

#### **Purpose:**

Due to established hazards related to commercial and industrial plumbing and heating, the company requires the use of Personal Protective Equipment (PPE) to prevent injuries to our employee.

#### **Responsibilities:**

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

Enforcement: front-line supervisors

Answering questions/coaching: front-line supervisors/safety manager

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

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

#### **Hazard Identification:**

There are certain occurrences that can occur in plumbing and heating that can lead to fatigue, discomfort, or pain if done repeatedly or without breaks. These risk factors are:

#### HAZARD

Falling objects

Flying Objects

Splinters

Chain saw

Dust, mists, or fumes

Noise

Slips/trips and heavy objects

#### INJURY POTENTIAL

Head

Eyes, face, of neck

Hand cuts, burns, or pinches

Cuts to legs, face, or feet

Respiratory, eyes and skin

Hearing loss

Strain/sprain/fractures to the feet and ankles

#### **Company Standards and Procedures:**

##### **Head protection**

1. Workers must wear hard hats when overhead, falling, or flying hazards exist or when danger of electrical shock is present.
  - a. In general, hard hats are required when overhead work is ongoing at the site including, but not limited to: roofing, framing, siding, masonry, electrical, and plumbing.
2. Inspect hard hats at the start of each shift for dents, cracks and deterioration.
  - a. Hard hats and their suspensions shall be changed as follows: hard hat shell every 5 years; hard hat suspension annually.

3. If a hard hat has taken a heavy blow or electric shock, you must replace it even when you detect no visible damage.
4. Maintain hard hats in good condition; do not drill, clean with strong detergents or solvents, paint, or store them in extreme temperatures.

#### Eye and face protection

1. Workers must wear safety glasses or face shields for welding, cutting, nailing (including pneumatic), when using power or impact tools, or when working with concrete and/or harmful chemicals.
2. Eye and face protectors are designed for particular hazards, so be sure to select the type to match the hazard.
  - a. When using power tools, refer to the manufacturer's instructions to ensure the proper use of personal protective equipment.

#### Foot protection

1. Residential construction workers must wear shoes or boots with slip-resistant and puncture-resistant soles (to prevent slipping and puncture wounds).
2. Safety-toed shoes are required to prevent crushed toes when working with heavy rolling equipment or where the potential for falling objects exists.
  - a. Framers are required to wear hard-toed boots while performing all framing operations.
3. The only exception to use of work boots shall be when interior finish work is ongoing and there is no inherent hazard to the feet.
  - a. Where the client's finished flooring, such as carpeting or hardwood floors, may be damaged by work boots, the use of work boots may be eliminated after conferring with, and getting the approval of, the site supervisor.

#### Hand protection

1. Gloves must be worn when the handling of materials exposes worker's hands to cuts, scrapes, chemicals, or splinters.
2. Gloves will be provided in various sizes to ensure a good fit to the worker.
3. Workers must wear the right gloves for the job (for example, heavy-duty rubber for concrete work, welding gloves for welding).
  - a. When working with chemicals, refer to the pertinent MSDS to ensure correct type of gloves are in use.

#### Hearing protection

1. Workers must wear hearing protection when using impact or power tools for more than 2 hours continuously.
  - a. The rule of thumb dictating the use of hearing protection for workers is as follows: When sustained noise (table saw, shower, or floor sander) requires workers to raise their voice to be heard at a distance of 4 feet, hearing protection shall be used.
2. Workers must be trained on how to use and care for hearing protections, as well as in its limitations.
  - a. Manufacturer's instructions provided with various types of hearing protection shall be used to train employees.

#### Training:

Employees shall be trained in the use of PPE at the following times:

1. At time of hire, for general PPE.
2. Prior to the use of PPE on which employee has not been trained.

3. Annually on all PPE which the employee uses on a regular basis.

**Enforcement policy:**

When a worker is observed not using appropriate PPE, the following steps shall be taken by their immediate supervisor:

1. First occurrence – Verbal warning. Note made in supervisor’s daily log or job report.
2. Second occurrence – Written warning. Supervisor and employee sign the documented reprimand. A copy of the written warning is placed in the employee file.
3. Third occurrence – Written warning is completed and the employee is given 8 hours, or one full workday, off without pay.
4. Fourth occurrence – When an employee fails to use proper PPE within 6 months of having been given time off without pay – the employee shall be terminated.