



Garrison Engineered, Inc.

Employee Safety Handbook

Prepared by:
Garrison Engineered, Inc.
in association with:
U.S. Compliance Systems, Inc.

This Employee Safety Handbook is current as of: **07/05/2022**

Disclaimer: This Employee Safety Handbook is licensed for the exclusive use of Garrison Engineered, Inc.. Program materials were selected from standardized materials by the customer. U.S. Compliance Systems does not collect or retain information specific to the customer and does not modify standardized programs for customers. Customers are not permitted to modify standardized content. USCS accepts no responsibility for program materials selected and implemented by customers.

Table of Contents

Safety Commitment	4
Stop Work Authority and Workers' Right to Refuse Dangerous Work Policy Statement	5
Safety Considerations	7
Housekeeping	7
Emergency Medical Response	7
Fire Prevention	7
Portable Fire Extinguishers	8
Fire Protection	8
First Aid & First Aid Kits	9
Fluids	10
Hazardous Job Site Materials	10
Lifting, Pushing & Pulling	11
Slips, Trips, & Falls	11
Basic Tools	12
Powered Tools	12
General Electrical Safety	13
Ground Fault Circuit Interrupters (GFCI):	13
Extension Cords	13
Ladders	14
Signs & Tags	15
Adequate Lighting	15
Appropriate Clothes	15
Personal Hygiene	15
Drugs & Alcohol	15
Workplace Violence	15
Accident Investigation	16
Postings	16
Safety Meetings	17
Enforcement	17
Specific WISHA Compliance Programs	19
Control of Hazardous Energy - Lockout/Tagout	19
Fall Protection	20
Forklifts	21
Hazard Communication	21
Hearing Conservation	22
Permit-Required Confined Space	22
Personal Protective Equipment	23
Respiratory Protection	23
Scaffolds	25
Company Specific Safety Requirements	26
Employee Safety Handbook Acknowledgment	27

Safety Commitment

We are committed to ensuring that you do not work in an environment that is unsanitary, hazardous, or dangerous to your health or safety. You will be instructed on the recognition and avoidance of unsafe conditions and the regulations applicable to your work environment to control or eliminate any hazards or other exposure to illness or injury.

Using the safety and health training programs provided by the Occupational Safety and Health Administration (OSHA) and WISHA, as well as other reference materials, company safety training, policies, and procedures will be developed and implemented as needed.

Frequent and regular inspections of our facilities, materials, and equipment will be made by the Safety Program Administrator or designated persons.

You may operate equipment or machinery only if you are qualified by training or experience. Machinery, tools, material, or equipment that you find either not in compliance with a particular standard or that you determine is unsafe will be identified as such by tagging; locking the controls; or physically removing it from its place of operation.

Safety takes a commitment from all persons from senior management to the newest hire. It is expected that you will actively participate in safety training and perform your work in a safe manner.

The primary beneficiary of maintaining a safe work environment is you. You are the person who will not sustain an occupational injury or illness. A safe work site, additionally, protects fellow employees and those with whom we work. Performing tasks in a safe manner allows us to work more efficiently, reduces the possibility of equipment damage, eliminates costly citations, and enhances our opportunities to procure more work. Working safely has nothing but positive benefits to you and the company.

If confronted with a new task for which you do not know the proper safety procedures, ask for instruction from your supervisor before proceeding.

Do not hesitate to point out observed safety deficiencies to your supervisor - you may prevent an injury to yourself or a fellow employee.

OSHA standards that are applicable to the work you do are readily accessible.

Stop Work Authority and Workers' Right to Refuse Dangerous Work Policy Statement

As referenced in the New Hire Safety Orientation, each employee is:

- a. To work in a safe manner and follow established work rules and procedures to the best of their ability.
- b. To ask for clarification of safety procedures of which they are not sure prior to performing a task.
- c. To report to the job site supervisor or competent person any unsafe acts or procedures and will ensure they are addressed and resolved before continuing work.

Specific procedures have been established to ensure that all employees understand the importance of **not** performing a job task if it cannot be performed safely and in accordance with appropriate standards.

Stop Work Authority Procedures training will be given during the new hire safety orientation before initial assignment to any job task. Training will be documented and include the employee's name, dates of training, and subject.

All employees not only have the authority to stop work when control of a health, safety, or environment hazard or risk is not clearly established or understood, they have an obligation to stop work.

Procedures:

- a. Upon discovery or realization that control of a health, safety, or environment hazard or risk is not clearly established or understood, the employee will immediately stop work.
- b. Employees with whom he/she is working will be immediately informed so a health, safety, or environment hazard or risk does not impact them or their work.
- c. The supervisor/competent person will be notified as soon as possible so the situation may be addressed (corrected).
- d. If the supervisor/competent person can successfully address the issue, work will resume. If it is not resolved, work will remain stopped until it is. Most stop work procedures can be resolved in a timely manner at the job site. On occasion, it may require additional investigation to determine the root cause of the problem and the proper procedures to proceed.
- e. The stop work will be documented with a stop work report.

Supervisor Review:

Supervisors reviewing stop work reports can determine employee participation in the program, the quality of the interventions, trend common issues, and identify opportunities for improvement and establish new safety procedures to preclude a reoccurrence.

Follow-up:

After the stop work intervention has been initiated and closed, the supervisory review has been completed, all safety issues have been resolved in a timely manner at the job site to the satisfaction of all persons concerned prior to the resumption of work (or, if needed, after additional investigation and corrective actions required to identify and address root causes have been completed), the **importance of follow-up** can be demonstrated by:

- a. providing a learning tool for developing improved training.
- b. establishing new safety procedures.
- c. facilitating sharing of learning.

Responsibilities:

Employee: Initiate a stop work intervention when warranted.

Supervisor/competent person: notify all affected personnel and supervision of the stop work issue, correct the issue, and resume work when safe to do so.

Management: Establish a culture where stop work authority is exercised freely.

Employees, while fulfilling their **obligation** to stop work when warranted, are reminded that under no circumstances will fulfilling this obligation result in any form of retribution or intimidation from our company or the company for whom we are working

This Policy Statement will be conspicuously posted.

Michael Jensen
Safety Director

Safety Considerations

You should have a working understanding of the below safety principles/topics as they apply in all job site situations. Safety procedures for specific tasks will be addressed through formal or on-the-job training depending on the task.

On every project, there will be a competent person with the knowledge and authority to stop work should a hazardous condition develop that cannot be immediately resolved.

Regular and frequent inspections will be made to ensure that established safety procedures are being followed.

Housekeeping

You are to maintain a neat and orderly work area *as far as practical*. Housekeeping and general cleanliness have a direct effect on safety and health. Proper housekeeping can prevent slips and falls, allow unhampered egress in the event of an emergency, prevent falling object injuries, enhance fire safety, and prevent the infestation of vermin. Listed below are general housekeeping rules:

- a. All walking/working surfaces will be kept clean and dry.
- b. Do not allow debris to accumulate.
- c. All stored materials will be neatly stacked.
- d. All containers will be sealed when not in use.
- e. No objects will be left unattended on stairways.
- f. Entrances and exits will be properly marked and not blocked.

Emergency Medical Response

**DO NOT PROVIDE ANY MEDICAL ASSISTANCE FOR WHICH YOU
ARE NOT QUALIFIED BY CERTIFIED TRAINING**

Should an injury occur that requires an emergency medical responder, the below listed actions will be taken in the order give

- a. Call the posted emergency response number.
- b. Provide any medical assistance you are trained and certified to do. Do not provide any medical assistance you are not trained to do.
- c. Designate an individual to direct the emergency responders to the injured party and provide Safety Data Sheets (SDS) if applicable.
- d. Notify your supervisor who, in turn, will notify the office.

Fire Prevention

Fire prevention deals not with handling a fire emergency, but rather preventing a fire in the first place. To reduce the likelihood of a fire, you must adhere to the following rules:

- a. There will be no smoking except in designated smoking areas. Smoking materials will be totally extinguished and placed in appropriate receptacles. Under no circumstances will there be smoking during refueling of vehicles or within 50 feet of flammable materials.
- b. All chemical products will be handled and stored in accordance with the procedures noted on their individual SDS.
- c. Heat producing equipment will be properly maintained and operated per the manufacturer's instructions to prevent accidental ignition of combustible materials.

- d. Precautions will be taken when working with an open flame and those areas will be made fire safe by removing or protecting combustibles from ignition.
- e. Combustible liquids must be stored in approved containers.
- f. Chemical spills -- particularly combustible and reactive liquids -- must be cleaned up immediately. Damaged chemical containers and cleanup materials must be properly disposed.

Note: Exercise care! Information on appropriate personal protective equipment; proper disposal; proper cleanup procedures; required ventilation; etc. is found on the product's SDS.

- g. Combustible liquids and trash must be segregated and kept from ignition sources.
- h. Keep clear access to fire hydrants as well as portable fire extinguishers.
- i. Practice good housekeeping!

Portable Fire Extinguishers

Know the location of fire extinguishers, what class of fire extinguisher is appropriate for what type of fire, and how to safely use a fire extinguisher.

Portable fire extinguishers will be located allowing for ease of accessibility.

Portable fire extinguishers will be distributed as indicated below:

Class	Distribution	Notes
A "A" on a green triangle	75 feet or less travel distance between the employee and the extinguisher	For use on wood, paper, trash, etc.
B "B" on a red square	50 feet or less travel distance between hazard area and the extinguisher	For use on flammable liquid, gas, etc.
C "C" on a blue circle	Based on the appropriate pattern for the existing Class A or Class B hazards	For use on electrical fires
D "D" on a yellow star	75 feet or less travel distance between the combustible metal working area and the extinguisher or other containers or Class D extinguishing agent	For use on combustible metals

Using the wrong fire extinguisher on some fires can actually spread the fire. Portable fire extinguishers suitable for ABC class fires will be available on all job sites – at least one extinguisher will be on each floor of a project, near the stairway.

Fire Protection

The phone number of the local fire department as well as our job site address will be posted or readily accessible. If a fire should occur, all personnel and the local fire department will be notified. In all emergency situations, you should:

- a. Remain calm.
- b. Speak clearly and slowly.
- c. Give the exact location.
- d. Describe the situation.
- e. Give the phone number from where you are calling.
- f. Do not hang up until told to do so.

First Aid & First Aid Kits

Should a medical emergency occur, call 911 or the emergency medical response phone number posted at the job site if 911 service is not available. Explain the situation clearly and follow the emergency response team's instructions.

If an emergency vehicle is being sent to the job site, establish easy access and keep on-lookers away.

Employees will not expose themselves to blood or other bodily fluids of other employees at any time unless they are trained and licensed in CPR/first aid and are designated first aid providers as an additional job identified in the company bloodborne pathogen program.

Per OSHA, first aid is limited to:

- a. Using a non-prescription medication, such as aspirin, at non-prescription strength.
- b. Cleaning, flushing or soaking wounds on the surface of the skin;
- c. Using wound coverings such as bandages, Band-Aids™, gauze pads, etc.; or using butterfly bandages or Steri-Strips™.
- d. Using hot or cold therapy.
- e. Using any non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.
- f. Using temporary immobilization devices while transporting an accident victim (e.g., splints, slings, neck collars, back boards, etc.).
- g. Drilling of a fingernail or toenail to relieve pressure, or draining fluid from a blister.
- h. Using eye patches.
- i. Removing foreign bodies from the eye using only irrigation or a cotton swab.
- j. Removing splinters or foreign material from areas other than the eye by irrigation, tweezers, cotton swabs or other simple means.
- k. Using finger guards.
- l. Using massages.
- m. Drinking fluids for relief of heat stress.

You must know the location and contents of first aid kits. These kits are worthless if not readily accessible. First aid kits will not be locked up.

First aid supplies generally include: adhesive bandages, bandage compresses, scissors, tweezers, triangular bandages, antiseptic soap or pads, eye dressing, and other items that are appropriate for the work we do.

First aid kits will be replenished as items are used. Sterile items will be wrapped and sealed and used only once. Other items such as tape or scissors can be reused and should be kept clean. In the absence of plentiful amounts of clean water, eye flush will be available.

Fluids

From a safety standpoint, you must not neglect your need for potable (drinkable) fluids.

On job sites, exertion and heat dictate the need for plenty of water.

From a life process standpoint, fluid intake is keeping you healthy by allowing your body to maintain its core body temperature at the appropriate level, as well as transporting nourishment, gases, and waste within your body.

Imagine your body as a water-based chemical factory that functions only within a narrow temperature range. Sweating (water loss) cools your body and this fluid must be replaced.

Drink plenty of water!

Hazardous Job Site Materials

When working in or around older structures, potential asbestos and lead hazards may exist. On many job sites, the potential for crystalline silica exposure may exist. The presence of these hazards, and the appropriate PPE and respiratory protection requirements, will be disclosed before any work begins.

Should these materials be “discovered” as work progresses, we will protect our employees from these hazards by:

- a. Identification of these items by the competent person.
- b. Informing the owner, project designer, or engineer of the hazards.
- c. Securing the areas in question until testing proves samples to be negative.

Asbestos can be found in pipe, wall, and boiler insulation; exterior sheeting; and flooring. Friable or crumbling asbestos presents the most hazard as it can float in the air and be inhaled into the respiratory system. Without respiratory protection, the microscopic asbestos fibers can enter the deepest portion of the lung, causing scar tissue to develop and stiffen the lung. The net result is a reduction of gas exchange -- a condition called asbestosis.

Lead can be found in water pipes, soldering, and paint. Lead is a heavy, toxic metal which can be absorbed into your body by ingestion and/or inhalation. It is a cumulative poison which can stay in your body for decades.

While massive doses of lead can kill in a matter of days, the more likely scenario on a job site is moderate exposure to asbestos or lead which probably would not create any health problems for years -- if at all.

Crystalline Silica can be readily found on many job sites in rocks as well as many concrete and masonry products. Crystalline silica can be released in the air when employees are performing such tasks as:

- a. Chipping, hammering, drilling, crushing, or hauling rock.
- b. Abrasive blasting.
- c. Sawing, hammering, drilling, or sweeping concrete or masonry.

Unprotected respiratory exposure to crystalline silica may cause a lung disease called silicosis.

Because of the chronic (long term) nature of these hazards, detrimental health effects due to exposure would not be immediately noticed.

The competent person on site will prevent exposure to these materials.

Areas that contain the above materials will be cordoned off and protected with appropriate warning signs. Do not enter any restricted area unless dictated by job assignment and only after specific training for dealing with these hazards. The training would include PPE, respiratory protection, work procedures, medical surveillance, containment, hygiene, handling, testing, and labeling.

Lifting, Pushing & Pulling

Back injuries are often caused by the obvious -- putting excessive strain on the lower back by lifting an object that is too heavy or awkward, or by bending and/or twisting while lifting.

However, lifting injuries are also caused by less obvious reasons:

- a. Poor physical condition
- b. Poor posture
- c. Poor judgment (lifting, pulling, pushing an object that is obviously too heavy or awkward without seeking assistance or a mechanical lifting device.)
- d. Lack of exercise
- e. Excessive body weight

Proper lifting techniques are important for employee safety. Below are lifting techniques that will reduce the likelihood of injury:

- a. Lift objects comfortably, not necessarily the quickest or easiest way.
- b. Lift, push, and pull with your legs, not your arms or back.
- c. When changing direction while moving an object, turn with your feet, not by twisting at the waist.
- d. Avoid lifting higher than your shoulder height.
- e. When standing while working, stand straight.
- f. When walking, maintain an erect posture; wear slip-resistant, supportive shoes.
- g. When carrying heavy objects, carry them close to the body and avoid carrying them in one hand.
- h. When heavy or bulky objects need to be moved, obtain help or use a mechanical aid such as a dolly, hand truck, forklift, etc..
- i. When stepping down from a height of more than eight inches, step down backwards, not forward.
- j. Handle heavy objects close to the body -- avoid reaching out.
- k. Lift gradually and smoothly. Avoid jerky motions.
- l. Maintain a clear line of vision.

Slips, Trips, & Falls

Slips, trips, and falls are among the most common job site accidents, and they are easily preventable. Below are some of the causes of slips, trips, and falls:

- a. Running on the job site.
- b. Engaging in horseplay.
- c. Working off a ladder that is not firmly positioned.

- d. Carrying an object that blocks line of vision.
- e. Work boots not laced or buckled.
- f. Working off a scaffold without safety rails.
- g. Using ladders that have oil and grease on the rungs.
- h. Not using a handrail on steps.
- i. Messy work areas with debris strewn about.
- j. Not paying attention to what one is doing.

This list can go on and on, but all the above are easily preventable by adherence to common safety procedures, common sense, and awareness of potential hazards on the job site.

Basic Tools

Much is written about powered tools and the importance of guards and other safety related topics. Seldom addressed are the hazards associated with simple, non-powered tools. Every tool is potentially dangerous if not properly used. Basic tools would include, but not be limited to hammers, screwdrivers, shovels, shears, utility knives, and wrenches.

Below are five guidelines for basic tool use.

1. Never use a tool for a purpose other than that for which it was designed!
Improper use of a tool will certainly damage it and may result in injury if the tool slips or breaks.
2. Never exceed a tool's design limits.
If a tool cannot do the job when properly used, you've got the wrong tool. Exceeding a tool's design limits will certainly damage the tool and, of course, expose you to injury if it slips or breaks.
3. Inspect tools before use.
Cracked or splintered handles, loose heads, "mushroomed" striking surfaces, dull chisels/blades, bent shafts, worn or deformed ends -- all are potentially dangerous conditions for tool use. Repair or replace damaged tools -- do not use them!
4. Clean tools after use.
It is much easier to clean and/or lubricate tools immediate after use than waiting until the tools become rusty or encrusted with gunk.
5. Store tools properly.
If tools are properly stored after use, you will save hours over time not having to look for them. From a safety standpoint, you will have the right tool at the right time. Additionally, by having tools properly stored, you'll prevent the possibility of rummaging around in a toolbox and cutting yourself on an exposed sharp object.

Powered Tools

You may operate powered tools only if authorized. This authorization will be granted after it has been demonstrated that you have the ability to safely operate these items through training or experience.

Seemingly simple powered tools when misused can cause serious injury. Understand the operator's manual and never bypass any guards.

General Electrical Safety

Daily, prior to use, all electrical equipment will be inspected, and defective items will be tagged out of service and not used.

With the exception of double insulated tools (with UL approval), all electrical tools and equipment will be grounded.

Tools will not be hoisted by their flexible electrical cords.

Hands will be dry when working on electrical equipment including plugging in extension cords.

When working around any electrical power circuit, employees will:

- a. Protect themselves by de-energizing the circuit and grounding it or by establishing insulation between themselves and the current.
- b. Ensure that conductive materials and equipment that are in contact with any part of their body are handled in a manner that precludes contact with exposed energized conductors or circuit parts.
- c. Use portable ladders that have non-conductive side rails.
- d. Remove or insulate conductive articles of jewelry and clothing that might contact exposed energized parts.

Ground Fault Circuit Interrupters (GFCI):

A GFCI provides protection for all 120-volt, 15-, 20-, and 30-ampere receptacle outlets that are not a part of the permanent wiring by detecting lost current resulting from a short, overheating, and/or ground fault. It should be noted that an extension cord into which electrical devices are plugged are not part of the permanent wiring; therefore GFCI's are required.

A GFCI will "trip" when the amount of current going to an electrical device in the hot conductor and the amount of current returning from an electrical device differ by approximately 5 milliamps. The GFCI can interrupt the current within as little as 1/40th of a second.

The current that is missing is being lost through a ground fault, whether it is in the actual grounding, a short in the equipment, or electricity going through the employee to the ground.

A GFCI will not protect an employee who comes in contact with two hot wires or a hot wire and a neutral wire. A GFCI will provide protection against fires, overheating, damage to insulation, and, the most common form of electrical shock hazard -- the ground fault. GFCI's must be tested before use.

Extension Cords

Extension cords (temporary wiring), temporary electrical power, and lighting installations of 600 volts nominal or less may be used only as follows:

- a. During remodeling, maintenance, or repair of buildings, structures, or equipment, and similar activities.
- b. For a period not to exceed 90 days for Christmas decorative lighting and similar purposes.
- c. During emergencies.

Temporary wiring will be removed immediately upon completion of the project or purpose for which the wiring was installed.

Extension cords will not replace permanent wiring and the following safety precautions will be adhered to:

- a. Extension cords will be kept off of walking/working surfaces or be covered to prevent tripping. Cords will not be placed in vehicle traffic lanes.
- b. Electrical cords will not be suspended with staples, hung from nails, or suspended by wire.
- c. Worn or frayed electric cords or cables will not be used.

Prior to using an extension cord, an employee must:

- a. Inspect the cord for cracks and cuts and a defective cord will be tagged and removed from service.
- b. Ensure the cord has a three prong plug for grounding.
- c. Use the shortest continuous length of cord possible. Cords may not be spliced together.
- d. Make certain the cord does not lay in water.
- e. Ensure cord is properly rated for the job.

Ladders

During routine job site inspections, supervisors should be constantly vigilant for violations of the below ladder safety rules and take immediate corrective action to ensure the safety of our employees:

- a. A stairway or a ladder will be provided at all personnel points of access where there is a break in elevation of 19 inches or more.
- b. Ladders will never be overloaded.
- c. Ladder rungs, cleats, and steps must be parallel, level, and uniformly spaced when a ladder is in position for use.
- d. Ladders will not be tied or fastened together unless they are so designed.
- e. Portable ladders used for gaining access to an upper level will extend at least 3 feet above the upper landing surface or the ladder will be secured at its top.
- f. Ladders must be free of oil, grease, or other slipping hazards.
- g. Ladders must be used for the purpose for which they were designed.
- h. Non self-supporting ladders will be used at an angle that the horizontal distance from the top support to the foot of the ladder is approximately $\frac{1}{4}$ of the working length of the ladder.
- i. Ladders will only be used on stable and level surfaces unless secured to prevent displacement.
- j. Ladders will not be used on slippery surfaces unless secured or provided with slip-resistant feet to prevent accidental displacement.
- k. Ladders placed in any location where they can be displaced by job site activities or traffic will be secured to prevent accidental displacement, or a barricade will be used to keep the activities or traffic away from the ladder.
- l. The area around the top and bottom of the ladder will be kept clear.
- m. Ladders will not be moved, shifted, or extended while occupied.
- n. The top step of a stepladder will not be used as a step.

- o. Portable ladders with structural defects will be immediately marked in a manner that readily identifies them as defective and removed from service.
- p. When ascending or descending a ladder, one must face the ladder.
- q. Employees must use at least one hand to grasp the ladder when progressing up and/or down the ladder.
- r. Employees are not to carry any object or load that could cause loss of balance and a resultant fall.

Signs & Tags

You must pay heed to the various signs and tags found throughout our job site. Color coding assists in determining the level of danger:

red = danger
yellow = caution
orange = warning
white = safety instruction
fluorescent orange = biological hazard

Adequate Lighting

You must see what you are doing. A simple guideline for adequate lighting is this: if you are not sure if you have enough light for your work, you don't!

Appropriate Clothes

Wear clothing that is appropriate for your work. You may be exposed to heat, cold, rain, or snow. Wear clothing that provides comfort yet will not snag on equipment.

Personal Hygiene

You will have access to restroom facilities as needed. Do not take job site chemicals home with you on your skin or clothing.

Drugs & Alcohol

With the exception of over the counter drugs (such as aspirin) or drugs prescribed by a physician, drugs and alcohol are not permitted within our job site. Alcohol and drug abuse cause an unacceptable level of safety hazard. If you are found to be under the influence of drugs and/or alcohol, you will be removed immediately from your work assignment by your supervisor and further disciplinary action will be taken by Michael Jensen, our Safety Director.

If you are taking prescription medication that reduces motor skills, you should report this to your supervisor for appropriate work assignment.

Workplace Violence

Workplace violence can be defined as: "any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site." Keep in mind actions such as shouting, swearing, and destroying or throwing items could be considered workplace violence if the complaining employee feels their safety is in jeopardy.

In the event that our employees are exposed to workplace violence instigated by acts of our employees or others, the following steps will be taken immediately:

- a. Those not directly threatened or exposed to the violent acts will immediately warn others and remove themselves from the area. Call 911, or local police authorities, when you've reached a point of safety.
- b. If you feel you are about to become a victim of workplace violence and you do not have the opportunity to flee, try to remain calm. Do nothing threatening. At the first opportunity, seek safety and call 911 or local police authorities.

Any employee who is a victim of any type of workplace violence, physical or verbal, is to immediately notify his or her supervisor. If an employee's direct supervisor is the offender, the employee should go to the next level of management. Violent actions that result in injury will be reported to the police without exception.

An internal investigation will begin immediately and will include interviews with involved parties, including potential witnesses. When possible, we will do our best to maintain privacy during the investigation and follow-up response. Our company expressly prohibits retaliation of any kind against any employee bringing a complaint or assisting in the investigation of a complaint. Such employees may not be adversely affected in any manner related to their employment. Retaliation is also illegal under federal law.

Any breach of workplace behavior that leads to a violent action against another employee will be treated as a serious safety violation subject to extreme corrective action, up to and including termination.

Accident Investigation

As an employee of Garrison Engineered, Inc., you have the right and responsibility to report all work-related injuries and illness without the fear of being retaliated against, discriminated against, or terminated from employment.

As a matter of policy, all employees are to report all work-related accidents and injuries immediately to the competent person/supervisor at the workplace. The competent person/supervisor will complete an accident investigation form and will forward it to Michael Jensen, the Safety Director.

The purpose of accident investigation is to prevent the same type of accident from reoccurring. An accident investigation will begin immediately after the medical crisis is resolved.

Near-misses, events which result in no injury or damage, will be investigated because even though the outcomes are different, the causes are the same.

Should you be involved as a witness in an accident investigation, your responsibility is to fully answer questions that may be asked of you so that future accidents may be prevented.

Postings

On every job site there will be a prominently displayed bulletin board or area for postings. Every employee must be aware of this policy. Certain postings are required as a matter of law in all cases and other postings are required depending on circumstances and types of work being done.

In all cases, the following must be posted on each job site:

Note: The below highlighted items are printed in English and Spanish.

- a. [Job Safety and Health Protection](#) (F416-81-909 [05-2008])
- b. [Notice to Employees](#) (F242-191-909)
- c. Citation and Notice (as appropriate)

Note: If a Citation and Notice is received, it must be posted until all violations are abated.

- d. Emergency phone numbers & job site address for emergency response.
- e. During the period from February 1 through April 30, OSHA Form 300A, Summary of Work-Related Injuries and Illnesses, must be posted for work-related injuries and illnesses which have occurred during the previous year.

If appropriate, the following will be posted:

- a. OSHA citations.
- b. Notice of informal hearing conference.
- c. Names and locations of assigned first aid providers.
- d. Air or wipe sampling results.
- e. Emergency action plan.

Safety Meetings

Depending on the work at hand, safety meetings may be held during the work shift. Successful safety meetings demand interactive participation by the presenter as well as those attending. Pay attention, feel free to ask questions, and ensure that at the completion of a safety meeting, you have no unanswered safety questions.

Enforcement

It is expected that all employees will abide by our safety rules and guidelines not only to protect themselves, but also to protect their fellow workers from harm. Should a safety violation occur, the following steps will be taken by the employee's immediate supervisor:

Minor Safety Violations: Violations which would **not** reasonably be expected to result in serious injury.

- a. The hazardous situation will be corrected.
- b. The employee will be informed of the correct procedures to follow and the supervisor will ensure that these procedures are understood.
- c. The supervisor will make a written report of the occurrence using the Enforcement Documentation Form and inform the employee that this documentation will be forwarded to Michael Jensen, our Safety Director, for a retention period of one year.
- d. A repeat occurrence of the same minor safety violation is considered substantially more serious than the first.

Major Safety Violations:

Violations which would reasonably be expected to result in serious injury or death.

- a. The hazardous situation will be corrected.
- b. The employee will be informed of the correct procedures to follow and will impress upon the individual the severity of the violation and the likely consequences should this type of violation be repeated. The supervisor will ensure that the individual understands the correct procedures and will be cautioned that a reoccurrence could result in disciplinary action up to and including discharge.
- c. The supervisor will make a written report of the occurrence using the Enforcement Documentation Form and inform the employee that this documentation will be forwarded to Michael Jensen for a retention period of one year.

Willful Major Safety Violations:

Intentional violation of a safety rule which would reasonably be expected to result in serious injury to the employee or a fellow worker.

- a. The hazardous situation will be corrected.
- b. The employee will be removed from the job site, the event will be documented and forwarded to , and the employee will be discharged.

Employees are to understand that the primary purpose of documenting safety violations is to ensure that the important business of employee safety is taken seriously and that the potential for injury is reduced to the lowest possible level.

Schedule of Enforcement Actions for Violations within a 1 Year Period

Minor Violation

Offense	Action	Repeat of Same Offense	Action
1st	Written Notice	1st	1 Day Off
2nd	Written Notice	2nd	3 Days Off
3rd	1 Day Off	3rd	Dismissal
4th	2 Days Off		
5th	3 Days Off		
6th	Dismissal		

Major Violation

Offense	Action	Repeat of Same Offense	Action
1st	Written Notice	1st	4 Days Off
2nd	2 Days Off	2nd	Dismissal
3rd	4 Days Off		
4th	Dismissal		

Specific WISHA Compliance Programs

When you are confronted by situations listed below, you must perform your tasks in accordance with our written programs which comply with specific WISHA standards. Below is an overview of each program.

Control of Hazardous Energy - Lockout/Tagout

Applicable:	To servicing and maintenance of machines and equipment where the unexpected energization, start up or release of stored energy could occur and cause injury.
Not Applicable:	To routine, repetitive, integral procedures such as minor adjustments & tool changes. Work on cord and plug connected equipment where unplugging negates the hazard and the plug is in the control of the person doing the work.
Hazard:	Possibility of being crushed, dismembered, mangled, paralyzed, electrocuted, sliced, or punctured by the sudden release of energy from the following sources: capacitor, chemical, counter weight, electrical, engine, flywheel, hydraulic, pneumatic, spring, thermal, or gravity.

Procedures

Preparation for Shutdown:	Using the Energy Source Evaluation, all isolating devices must be located.
Equipment Shutdown:	Inform the affected person and use normal shut down procedures.
Equipment Isolation:	Physically isolate the equipment from its energy source(s) -- there may be more than one.
Device application:	Apply color coded locks and/or tags to hold the isolating devices in a "Neutral" or "Off" position.
Release of Stored Energy:	Dissipate stored energy.
Verification of Isolation:	Prior to work, operate machine controls and ensure the machine will not operate.
Release from Lockout/Tagout:	The person who applied the devices is the one who removes them after ensuring the area is clear and affected employees are informed.

Exposure Control Plan

An exposure control plan is required when emergency medical response is not available within a reasonable time frame and personnel are assigned as first aid providers as an additional duty.

The primary hazard relates to the possibility of infection resulting from exposure to bloodborne pathogens or other infectious materials while providing first aid to a trauma victim or cleaning up bodily fluids after an incident.

As a statement of policy, should an exposure control plan be required, Universal Precautions will be used. Essentially, this means that each trauma victim's blood, bodily fluids, and other potentially infectious materials will be treated as if they are known to be infectious.

First aid providers must understand:

- a. The hazards of bloodborne pathogens and other infectious materials.
- b. Engineering & work practice controls designed to minimize possible exposure such as:
 1. Handwashing equipment & procedures.
 2. Eating; drinking & smoking prohibitions.
 3. The containment of contaminated sharps.
 4. The containment of other regulated waste.
 5. The disposal of contaminated sharps & regulated waste
 6. Controlling splashing/spraying of potentially infectious materials.
 7. The prohibition of mouth pipetting (the mouth suction of blood through a tube).
- c. The need to place an impermeable barrier between potentially infectious materials and the provider's work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes using:
 1. Disposable gloves
 2. Utility gloves
 3. Eye & respiratory protection
 4. Protective body clothing
- d. Hepatitis B epidemiology and how bloodborne pathogens are transmitted.
- e. The importance of hepatitis B vaccination within 24 hours of possible exposure.
- f. The procedure for incident report preparation and the importance of completing them, in writing, before the end of the work shift.

Fall Protection

Fall protection is required for employees working six feet or more above walking/working surfaces, when there is a potential for objects to fall on them, or when they are working around covers.

The obvious hazard is falling or being hit by a falling object.

A fall protection plan is required when conventional fall protection systems are infeasible.

Through training, employees must know where conventional fall protection systems are required such as when working on or around:

- a. Unprotected sides and edges
- b. Leading edges
- c. Hoist areas
- d. Holes
- e. Formwork & reinforcing steel
- f. Ramps, runways & other walkways.
- g. Excavations
- h. Dangerous equipment

- i. Overhand bricklaying & related work
- j. Roofing work on low-sloped roofs
- k. Steep roofs
- l. Precast concrete erection
- m. Residential construction
- n. Wall openings

Additionally, employees must understand:

- a. The selection, use, and maintenance of fall protection system(s).
- b. The types of fall protection systems:
 - 1. Guardrail system
 - 2. Personal fall arrest system
 - 3. Safety net system
 - 4. Warning line system
 - 5. Safety monitoring system
 - 6. Positioning device system
 - 7. Controlled access zone (CAZ)
 - 8. Covers
 - 9. Protection from falling objects.

Forklifts

Forklifts include fork trucks; tractors; platform lift trucks; motorized hand trucks; and other specialized industrial trucks powered by electric motors or internal combustion engines.

The primary hazards involved in truck operation are:

- a. Physically hitting a person/object with the truck or load.
- b. Having a load fall and hit the operator or another person.
- c. Having the truck tip and crush the operator or another person.
- d. Fire or explosion during refueling/recharging.

Supervisors should ensure that truck operators are authorized by Nicole Thompson, our Program Administrator. Authority to operate a truck will be revoked if unsafe acts are observed or it is apparent that the operator has not retained the knowledge and job skills necessary to safely perform truck operations.

Supervisors should caution employees not involved with truck operations to stay clear of them due to limited visibility of the operator and the size and weight of the vehicle and load.

Hazard Communication

Note: By December 1, 2013, all employees must be trained on the new Globally Harmonized System (GHS) label elements and safety data sheets (SDS) format.

By June 1, 2015, compliance with all modified provisions of this GHS final rule, except:

By December 1, 2015, the Distributor will not ship containers labeled by the chemical manufacturer or importer unless it is a GHS label.

Practically all chemical products have physical or health hazards if they are inadvertently spilled or improperly used. Our Hazard Communication Plan details the methods used to keep our employees informed of these potential hazards.

Nicole Thompson, our Program Administrator, will ensure that all personnel understand:

- a. The importance and use of labels; safety data sheets (SDS); and they're ready accessibility.
- b. The physical & health hazards of chemicals used in the job site.
- c. The methods used to detect the release of a hazardous chemical.
- d. The methods to protect oneself from chemical hazards including PPE, work practices, and emergency procedures.
- e. The need to share product information with other contractors.

Hearing Conservation

Supervisors are to ensure that employees are not exposed to occupational noises that exceed the levels listed below. Excessive noise may cause permanent hearing loss. Supervisors should be aware that hearing loss is often painless and unnoticeable.

Table D-2 - Permissible Noise Exposure		
<u>Sound Level</u>	<u>Duration Hours/Day</u>	<u>dBA Slow Response</u>
8		90
6		92
4		95
3		97
2		100
1 ½		102
1		105
½		110
¼ or less		115

Nicole Thompson, our Program Administrator, will ensure that applicable standards are posted, medical surveillance and noise monitoring are instituted, and that all affected personnel understand the process of hearing and the importance of preventing hearing loss.

Permit-Required Confined Space

Permit-required confined spaces may present a very hazardous environment if specific procedures, testing, and training are not implemented prior to entry. As a reminder:

A confined space is a space that:

- a. Is large enough and so configured that an employee can bodily enter and perform assigned work; and
- b. Has limited or restricted means for entry or exit. These spaces may include: ventilation or exhaust ducts, bins and tanks, boilers, sewers, tunnels and open top spaces more than 4 feet in depth such as pits, tubs, and vessels; and
- c. Is not designed for continuous employee occupancy.

A permit-required confined space is:

- a. A confined space that contains any recognized serious safety or health hazards. These hazards may be: engulfment by materials; entrapment by space shape; inhalation of hazardous (possibly fatal) atmospheres.

Supervisors should ensure that employees understand:

- a. The need to identify and evaluate permit space hazards before entry.
- b. The need to test conditions before entry and monitor conditions during entry.
- c. How to prevent unauthorized entry.
- d. How to eliminate or control hazards for safe permit-space entry operations.
- e. The need to ensure that at least one attendant is stationed outside the permit-required space for the duration of the entry operations.
- f. How to coordinate and monitor entry operations when we are working with employees of another contractor or client within a permit-required confined space.
- g. Our procedures for emergency rescue.
- h. The establishment of a written procedure for preparation, issuance, use, and cancellation of entry permits.

Personal Protective Equipment

A hazard assessment will be made on all job sites to determine what types of personal protective equipment (PPE) are appropriate. A major part of this hazard assessment will be determining what PPE needs can be eliminated through feasible engineering controls or work procedures.

Types of hazard categories that are considered are: impact, penetration, compression, chemical, heat, harmful dust, and light radiation.

The focus of PPE is to eliminate eye, hand, foot, limb, and head injury. Visitors exposed to the identified hazards will be loaned appropriate PPE (and given instruction in its use) prior to hazard exposure.

You must understand the limitations of your PPE; the correct procedure for putting on, adjusting, and removing the PPE; and the proper care, maintenance, and useful life of the PPE.

Cleanliness of PPE is important particularly when dealing with eye protection where fogging, scratches, or dirt can render the PPE a hazard rather than protection from a hazard.

An inexpensive pair of safety glasses could save your priceless eyesight.

Unique PPE required for job performance, such as respirators, ear plugs, safety goggles, etc. will be supplied to you. You are responsible for maintenance of the equipment issued to you. Items of PPE that are damaged or non-functioning should be turned in to the supervisor for repair or replacement.

For personal comfort and to eliminate nuisance noises and nuisance respiratory conditions that are not at or above the threshold level for required protection, dust masks and ear plugs may be used at any time.

Respiratory Protection

As a supervisor, it is extremely important that you do not allow employees to be exposed to atmospheres that do not contain clean, breathable air free from contaminants that exceed permissible exposure limits.

Respiratory hazards can range from mildly irritating to fatal.

Because of the serious consequences of improperly using respiratory protection, those for whom it applies, must understand:

- a. The importance of medical approval for respiratory use.
- b. The respirator selection process.
- c. How to determine the service life of particulate filters.
- d. Fit testing.
- e. User seal tests.
- f. The importance of work area surveillance.
- g. Cleaning, inspection and maintenance of respirators.

Of course, job sites often contain nuisance dusts that do not exceed permissible exposure limits. In these cases, employees may wear dust masks for personal comfort. Supervisors should caution those wearing dust masks that they do not offer true respiratory protection.

Standards require that if an employer provides respirators for employee voluntary use or if you provide your own respirator, you must be provided Table 2, WAC 296-842-1105.

Advisory Information for Employees Who Voluntarily Use Respirators

Respirators protect against airborne hazards when properly selected and used. Respirator usage that is required by WISHA or your employer is not voluntary use. With required use, your employer will need to provide further training and meet additional requirements in this chapter. WISHA recommends voluntary use of respirators when exposure to substances is below WISHA permissible exposure limits (PELs) because respirators can provide you an additional level of comfort and protection.

If you choose to voluntarily use a respirator (whether it's provided by you or your employer) be aware that **respirators can create hazards for you**, the user. You can avoid these hazards if you know how to use your respirator properly **and** how to keep it clean. Take these steps:

Read and follow all instructions provided by the manufacturer about use, maintenance (cleaning and care), and warnings regarding the respirator's limitations.

Choose respirators that have been certified for use to protect against the substance of concern. The National Institute for Occupational Safety and Health (NIOSH) certifies respirators. If a respirator isn't certified by NIOSH, you have no guarantee that it meets minimum design and performance standards for workplace use.

A NIOSH approval label will appear on or in the respirator packaging. It will tell you what protection the respirator provides.

Keep track of your respirator so you don't mistakenly use someone else's.

Do **not** wear your respirator into:

Required use situations when you are only allowed voluntary use.

Atmospheres containing hazards that your respirator isn't designed to protect against.

For example, a respirator designed to filter dust particles won't protect you against solvent vapor, smoke, or oxygen deficiency.

Scaffolds

Applicable: When you are required to install, use, or dismantle a scaffold or ladder.

Not Applicable: To fall protection required on a walking/working surface six feet above a lower level -- this is addressed in a Fall Protection Program.

Hazards: Fall, electrical, and falling objects.

Nicole Thompson, our Program Administrator, will ensure that employees understand:

- a. The procedures for dealing with the above hazards.
- b. The proper use of scaffolds & ladders
- c. The load and the load-carrying capacities of the scaffold.

Garrison Engineered, Inc.
Company Specific Safety Requirements

There also may be times when Garrison Engineered, Inc. requires its employees to meet safety policies that are specific to our company. If we implement these additional policies, they must have more stringent safety requirements than what OSHA and WISHA have developed.

We currently do not have any company specific safety requirements.

Garrison Engineered, Inc.
Employee Safety Handbook Acknowledgment

Please read, sign, & return this form to the job site supervisor or Nicole Thompson, our safety program administrator.

I have read and understand the contents of this Employee Safety Handbook.

I will, to the best of my ability, work in a safe manner and follow established work rules and procedures.

I will ask for clarification of safety procedures of which I am not sure prior to performing a task.

I will report to the job site supervisor or competent person any unsafe acts or procedures and will ensure they are addressed and resolved before continuing work.

I understand that the complete safety program is located at:

1518 W. Knudsen, STE 102

Phoenix, AZ 85027

4805153657

and is available for my review.

(Employee Name)

(Signature)

(Date)