



SUBCONTRACTOR and TEMPORARY LABOR SAFETY PROGRAM

GENERAL RESPONSIBILITIES

Subcontractors and temporary labors will be advised of the provisions of the project, safety and health program, of client stipulations, and of contractual obligations in the subcontract documents and may be provided with an overview at any pre-bid or pre-job meeting. The obligation of all subcontractors and temporary labors to comply with applicable statutory safety, health and environmental laws, regulations and rules will also be required. Subcontractors, temporary labors and supervisors of temporary labors shall be advised that they have the sole and complete obligation to maintain and provide a safe and healthful working environment for their employees and for other persons at the project site who may be exposed to their work.

PROCEDURE

This section is to identify the Tate Engineering Systems' Inc. Environmental, Safety and Health requirements for subcontractors.

- A. The Branch General Manager will be responsible to include the Subcontractor and temporary labors of the client's Safety and Health Program training requirements.
- B. The Branch General Manager will be responsible to include requirements with all Requests for Quotations and incorporate it into all Subcontracts and temporary labor organizations contracts.
- C. Subcontractor and temporary labors Safety Qualification Requirements will be incorporated as a part of the overall Supplier Qualifications Statements requested from prospective Subcontractors and temporary labor organizations, or may be included in the Request for Quotations at the discretion of the Branch General Manager. The current qualifications of prospective subcontractors and temporary labor organizations and the names and qualifications of their proposed safety representative are to be made available for review prior to award of a subcontract.
- D. The Tate Engineering Systems' Inc. Branch General Manager will review the safety record, safety procedures and any relevant exceptions submitted by the subcontractors and temporary labor organizations prior to contract award. Subcontractors and temporary labor organizations who exceed the maximum allowable limits may be considered not qualified to be awarded a subcontract until sufficient responses are received explaining the current rates and what efforts will be made to ensure acceptable project safety performance and reduce the rates. The Branch General Manager shall resolve any outstanding safety issues prior to subcontract award. The maximum allowable limits are as follows:
 - a. Experience Modification Rate – 1.00
 - b. OSHA Recordable Incidence Rate – 7.0 (for the most recent calendar year)
 - c. Lost time Rate – 1.0 (for the most recent calendar year)
 - d. Company or its corporate officials may not be listed on the EPA Criminal Enforcement Docket
- E. Contractor Selection and Evaluation Process – All contractors will be pre-qualified initially and annually in



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accordance with the type of work to be performed.

- F. The Safety Program Checklist provides a basis to evaluate the subcontractor's and temporary labor organizations environmental, safety and health program submittals.
- G. The Branch General Manager will ensure that the subcontractor's site management and temporary labor organization leadership and labors receives an orientation in the project safety requirements and that all on-site operations are performed in compliance with such requirements.
- H. The Branch General Manager will be responsible to monitor the subcontractor's and temporary labor safety work and adherence to the safety program during the project's duration of the project.

GENERAL

Definitions:

- a. Short Service Employee" if he/she has less than 6 months experience with his/her present employer, or in his/her present role.
- b. Subcontractor: a person or business which has a contract (as an "independent contractor" and not an employee) with a contractor to provide some portion of the work or services on a project which the contractor has agreed to perform.
- c. Temporary Labor: "temporary workers/labors" are those supplied to a host employer and paid by a staffing agency. The Bureau of Labor Statistics has defined several terms encompassing workers in a contingent or temporary employment arrangement category; these include contingent workers, independent contractors, on-call workers, temporary help agency workers, and workers provided by contract firms.

Short Term Employees must adhere to the following guidelines:

- a. A Short Service Employee may not work alone. A work crew of less than 5 employees may not have more than one Short Service Employee.
- b. Short Service Employees shall be visibly identified through the use of a different colored hardhat or other method of identification. The method used to identify SSEs shall be communicated to the client.
- c. Short Service Employees shall be monitored for compliance with health, safety, and environmental policies and procedures. Once the Short Service Employee has demonstrated competency and compliance with HSE policies and procedures, the Tate Supervisor may authorize removal of the hi-visibility identifier.

Subcontractor and temporary labor organizations will perform work in a safe manner, comply with all environmental safety and health requirements of the subcontract and temporary labor documents as issued by Tate Engineering Systems, Inc. and comply with all applicable laws codes, ordinances, rules, regulations, and lawful orders of all public authorities. A subcontractor and temporary labor organization has the sole and complete obligation to provide a safe and healthful working environment for its employees and for others persons at the project site who may be exposed to Subcontractor's work and temporary labor organizations.

Subcontractor and its lower-tier subcontractors are responsible for the development, implementation, administration and enforcement of their safety and health programs, regardless of any safety or first aid personnel Tate Engineering Systems, Inc. may have assigned as oversight to the project site or facility. Subcontractor shall



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ensure that these safety and health requirements are passed on to its subcontractors.

Subcontractor is responsible for the implementation of all applicable governmental federal, state and local regulations as they apply to the scope of work and the project.

Subcontractor is responsible for conforming to all applicable safety requirements of Tate Engineering Systems, Inc. and OWNER, as specified herein and in the subcontract.

Subcontractor is responsible for assuring that project supervisors are trained in safety procedures and that designated "Competent Persons" meet all training and experience requirements necessary to comply with OSHA directives.

Subcontractor is required to maintain a Substance Abuse Prevention Program that meets all-applicable regulatory requirements and Tate Engineering Systems, Inc. and OWNER programs. Subcontractor employees must successfully complete a substance abuse prevention test.

Tate Engineering Systems, Inc. will notify client (project coordinator, contractor contact, and/or on-site supervisor) if Short Service Employees are present on work crews.

Tate Engineering Systems, Inc. shall implement a mentoring system to provide guidance to Short Service Employees and assist with their development. A mentor may only be assigned to one crew that includes Short Service Employees, and he/she must remain on site with them.

SAFETY AND HEALTH PROGRAM

A copy of Tate Engineering Systems, Inc. safety program manual is available for review and copying at either the contractor's field or corporate offices. Subcontractor and temporary labor organizations may adapt any part of that program that is appropriate to its organization and scope of work.

Subcontractor and temporary labor are required to have a written safety and health program aligned with OSHA and the subcontract requirements. This program must include the requirements of this document and be submitted to Tate Engineering Systems, Inc. for review and approval prior to commencement of work.

Subcontractors and temporary labor organizations must manage their Short Service Employees in accordance with the requirements of the Short Service Employee program.

Use of any portion of Tate Engineering Systems, Inc. program and approval of Subcontractor's safety and health program or temporary labor organization safety and health program does not relieve them from their responsibility for employees, public safety, and compliance with all applicable safety requirements.

The safety and health program must as a minimum include and address implementation of the following; to the



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degree they are applicable to the scope of work:

- Description of planned work including task hazard breakdown where appropriate
- Responsibilities and lines of authority for the planned work
- Method for identifying job hazards and control methods.
- Personal protective equipment (PPE) required for the planned work (Note if respiratory protection is required, a "Respiratory Protection Program" must be included).
- Employee orientation and required job training.
- Safety and health inspections.
- Safety and health goals and expectations.
- Disciplinary policy for violation of safety rules.
- Fire Prevention and Protection including contingency planning.
- Rules of Conduct and/or Standard Operating Procedures as required for the work.
- Security and site control measures.
- Sanitation and on-site medical support services.
- Owner-specified safety requirements.
- Accident Reporting, Root Cause Investigation, and Corrective Actions.
- Recordkeeping
- Hazard Communication training

If the planned work includes additional task specific work such as lead coating removal, asbestos work, confined space entry, work on energized systems, critical lifts, blasting or diving operations, then task specific plans will be required. Such task specific plans must comply with regulatory requirements and subcontract specific rules. The requirements for such plans will be either specified in the subcontract requirements, specific client requirements or by reference to specific OSHA or other regulatory agency requirements. For programs involving hazardous waste removal, treatment, or related construction activities, a specific plan meeting the requirements of 29 CFR 1910.120/29 CFR 1926.65 will be required. For most other activities, OSHA Safety and Health Standards (29CFR 1926/1910) will be used as the regulatory document in addition to any state and local specific requirements as applicable to the work.

Subcontractor will develop a job hazard analysis (JHA) that identifies the hazards before commencing each major phase or activity at the site. The analysis will also describe the planned work and assign responsibility for hazard prevention or control of identified hazards, and state corrective action to prevent injury.



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Prior to commencement of any work on the jobsite, Subcontractor and temporary labor organization shall submit a copy of its safety and health program. Subcontractor and or temporary labor organization and Tate Engineering Systems, Inc. shall meet to review and discuss safety and health program and its enforcement. This meeting will also be utilized to discuss the project safety and health requirements. Subcontractor and temporary labor organization shall incorporate any changes to the program resulting from the meeting.

A revised copy of the safety and health program must be provided to Tate Engineering Systems, Inc. during the project preconstruction conference. A copy of the Safety and Health Program must be available on site for all employees, temporary labor organization employees and subcontractor employees to access and review. Changes/modification to the program must be documented in the project files.

SAFETY REPRESENTATIVES

Subcontractor shall be required to designate a qualified Safety Representatives that has the authority and support of his/her management to conduct and coordinate Subcontractor's and it's lower-tier subcontractors' safety and health program and/or policies. The duties and responsibilities of the Safety Representative shall be specified in the site-specific Safety and Health Plan. The Safety Representative shall be granted "stop-work" authority, along with the responsibility and organizational freedom necessary to implement and enforce Subcontractor's safety and health program.

- The Safety Representative at a minimum will have knowledge of safety and health rules and regulations, specifically in the hazards of the work to be performed, and will have completed the basic "10 hour Introduction to OSHA" course.

Prior to commencement of work Subcontractor shall provide Tate Engineering Systems, Inc. with the name and qualifications of their Safety Supervisor/Representative. The Safety Supervisor/Representative must be present on the project site whenever work is being performed by Subcontractor and is responsible for administering and promoting their safety and health program. The Safety Representative may have other assigned duties subject to approval of the Contractor. Subcontractor management is responsible for ensuring compliance and enforcement of their safety and health program.

WORKER'S COMPENSATION

Worker's Compensation as required under applicable laws must be provided and administrated by Subcontractor and temporary labor organization for their employees and agents. Tate Engineering Systems, Inc. will not assume any responsibility for the administration of Worker's Compensation insurance, the submittal of reports, processing of claims or any other related activity.

A copy of each Worker's Compensation claim (First Report of Injury) filed by Subcontractor and or temporary labor organization will be provided to Tate Engineering Systems, Inc. within two working days of any incident.



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FIRST AID AND EMERGENCY MEDICAL CARE

Subcontractor and temporary labor organization are responsible for providing first aid trained personnel and emergency medical care for its employees and agents, notwithstanding any first aid personnel that Tate Engineering Systems, Inc. may have assigned to the project, site or facility.

Tate Engineering Systems, Inc. will not assume the responsibility for the transportation of Subcontractor or temporary labor organization employees for medical or other purposes unless specifically included in terms of the subcontract and with the required indemnification agreement.

TRANSPORTATION AND ENVIRONMENTAL COMPLIANCE

If activities of the Subcontractor or temporary labor organization involve transportation or shipping of Hazardous Materials (as defined by the Department of Transportation) or if the work requires Environmental Controls or potential for spills and/or releases, a designated person will be available to provide necessary compliance support. In the event of a transportation incident or environmental release, the designated person will provide necessary coordination of response activities for Subcontractor. This person will also provide necessary notification of insurance carriers and HAZMAT response for any Subcontractor incidents.

SAFETY MEETINGS

Subcontractor's safety representative and temporary labor organization representative will attend a weekly meeting with Tate Engineering Systems, Inc. safety representative. The purpose of this meeting will be to discuss safety related matters such as safety concerns, corrective actions, accident prevention, new procedures and policies.

Subcontractor and temporary labor organizations will conduct regularly scheduled safety meetings with its employees and/or supervision as necessary to ensure that safety is adequately addressed in its work planning and execution. Subcontractor and temporary labor organization will provide written notice of the time, place, and subject of these meetings and provide Tate Engineering Systems, Inc. the opportunity to observe. Tate Engineering Systems, Inc. reserves the right to require changes necessary to comply with safety rules and regulations.

MINIMUM DRESS REQUIREMENTS

The following minimum dress requirements have been established as a guideline for Subcontractor and temporary labor organization its employees. It is the responsibility of Subcontractor and temporary labor organization to ensure that their employees conform to these or other guidelines acceptable to Tate Engineering Systems, Inc.:

- A. All employees are required to wear construction-type shoes or boots. Tennis or canvas shoes, sandals, shoes with open toes or heels, or shoes with narrow high heels are not allowed to be worn on the jobsite. Job specific requirements for safety toe or metatarsal foot protection (other than as specified/required by OSHA) will be specified in subcontract requirements and Subcontractor and temporary labor organization will be responsible for assuring that required foot protection is worn in designated work areas.
- B. Tank tops, net shirts, cut-off shirts, sleeveless shirts, and so forth, are not permitted to be worn. As a



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minimum, employees are required to wear a shirt or top that is comparable to a T-shirt. As a minimum, shirts must have a neck collar and a sleeve that covers the ball of the shoulder in the same manner as a T-shirt. No vulgar graphics or message may be printed on shirts.

- C. Pants must be full length. Cut-offs, shorts, and other such apparel are not permitted.
- D. Clothing must not hang loose to the point where it may be caught in moving machinery, or snag onto dangerous objects.
- E. Employees who perform welding and cutting, operate rotating machinery, or are exposed to chemicals, fire or other such hazards, must contain their hair to a point where there is no danger of their hair catching fire, dipping into toxic chemicals, acids, or being caught in rotating machinery.

PERSONAL PROTECTIVE EQUIPMENT

Subcontractor and temporary labor organization will provide, at its own expense, all required personal protective equipment for its employees and all required safety equipment and supplies as needed. Subcontractor and temporary labor organization is required to ensure that employees are wearing appropriate personal protective equipment as specified in applicable OSHA regulatory standards. In accordance with OSHA standards, all employees of Subcontractor and temporary labor organization shall be required to wear personal protective equipment during working hours and on the project premises, including Non-metallic ANSI Z89.1-1997 approved hard hat and ANSI Z 1987.1-1989 approved protective eye wear with peripheral protection. Employees performing welding, cutting, grinding or similar operations must utilize protective head gear in conjunction with other required protective equipment while performing such operations.

Employees working in designated "Hearing Protection Required" areas or when noise is identified as a potential job hazard in the pre-task JHA, must be provided with adequate hearing protection including either approved Earplugs, Canal Caps or Ear Muffs as required to meet OSHA, MSHA or USACOE requirements.

A written documentation of Identification of task specific PPE is required under OSHA requirement 29 CFR 1910.132(d) or as specified in 29 CFR 1926 Subpart E. Subcontractor and temporary labor organization is responsible for compliance as required for the task. In addition, the Job Hazard Analysis for each task must specify required PPE for the task as part of the task specific planning process.

INSPECTIONS

- A. Subcontractor and temporary labor organization is responsible for conducting daily and documented weekly jobsite inspections for unsafe conditions and work practices.
- B. Subcontractor and temporary labor organization shall prohibit the use of unsafe machinery, tools, materials, or equipment and shall conduct pre-job and as-required inspections on same in accordance with



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manufacturer's recommendations and appropriate regulations. All heavy equipment shall have a documented safety inspection prior to being used on the project. All equipment, tools, and appliances shall be used according to manufacturer specifications. Modifications or alternative uses must be approved by the manufacturer prior to planned use.

- C. Subcontractor and temporary labor organization will immediately notify Tate Engineering Systems, Inc. of any and all OSHA inspections and shall afford Tate Engineering Systems, Inc. the opportunity to observe the inspection. They will provide Tate Engineering Systems, Inc. a copy of all citations received and all Subcontractor responses issued as a result of such inspections within two working days of receipt or issuance.
- D. Tate Engineering Systems, Inc. will perform periodic safety inspections of Subcontractor's and temporary labor organization work. Their safety representative will accompany Tate Engineering Systems, Inc. safety supervisor during these inspections and take prompt action to correct all identified deficiencies. Their management will participate in a scheduled safety walk-through with Tate Engineering Systems, Inc. management. Such inspections and identification of deficiencies by Tate Engineering Systems, Inc. does not relieve Subcontractor and temporary labor organization from its responsibility to comply with all applicable safety regulations and rules.

EMPLOYEE ORIENTATION AND TRAINING

- A. Subcontractor and temporary labor organization shall instruct each employee required to handle or use flammable liquids, gases, toxic materials, poisons, radiological materials, and other harmful substances in their safe handling and use. Employees shall be made aware of the potential hazards, the necessary personal hygiene, and the personal protective measures provided. In addition employees must receive training on appropriate spill control measures as part of site-specific Emergency training.
- B. Subcontractor and temporary labor organization shall permit only qualified employees, by training or experience to operate equipment or machinery, and should verify the employee's ability to operate such equipment through visual observations for appropriate time periods.
- C. All new jobsite employees, upon their day of employment or initial entrance onto the project site, will be required to attend a jobsite orientation meeting presented by Tate Engineering Systems, Inc. and/or OWNER. The cost of the employees' time is the responsibility of Subcontractor and temporary labor organization. This orientation program will include:
 - 1. Project rules.
 - 2. Emergency and first aid procedures.
 - 3. Work rules and procedures.
 - 4. Security procedures.



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5. Fire prevention and protection.
 6. Use of personal protective equipment, and other subjects related to the employee's responsibilities and duties.
- D. Subcontractor and temporary labor organization will provide safety training for its employees at its own expense, and such training will be documented and copies provided to Tate Engineering Systems, Inc. upon request. Safety training will include, but not be limited to:
1. Orientation to the safety policies and rules stipulated by the Subcontractor prior to each employee's initial work assignment on the project.
 2. Responsibility of supervisors to enforce the safety policies and rules.
 3. Weekly "Toolbox Talks" on an appropriate safety subject, for all employees.
 4. Hazardous materials training (HAZCOM).
 5. Personal protective equipment
 6. Personal safe work practices
 7. Special safety training for those affected, including but not limited to, confined space entry, respiratory protection, hot work permits, fire watch, trenching/excavation, fall protection, scaffolding, etc.
 8. Employee's rights and obligations under Subcontractor safety policies.
- E. Subcontractor and temporary labor organization shall adequately educate, train and equip all employees performing work with hazardous chemicals. The Subcontractor shall implement approved programs such that at all times its employees and activities shall be in compliance with OSHA Hazard Communication Standard (aka "Right to Know"), 29 CFR 1910.1200, 1926.59, insofar as it is applicable by law to the work.
- F. Subcontractor and temporary labor organization employees shall be provided with an employee safety handbook, or equivalent project safety guidance.
- G. Employees of Subcontractor and temporary labor organization are required to participate in regular safety meetings conducted by qualified representatives of the Subcontractor or temporary labor organization. These meetings should be held according to a planned schedule and also whenever significant changes to the work scope are anticipated. The job supervisors should lead meetings and employees should be encouraged to identify safety problems and to provide corrective actions. All meetings will be documented with identification of date/time of meeting, employees attending, topics discussed, action items for follow through, and signature of meeting leader. A copy of the documentation for each meeting is to be provided to Tate Engineering Systems, Inc. upon request.



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- H. Unsafe acts by employees or repeated unsafe conditions are considered serious and will not be tolerated. Subcontractor and temporary labor organization will uniformly enforce a policy that states the disciplinary action to be applied when employees violate safety rules. This policy will be consistent with the project and/or Tate Engineering Systems, Inc. safety enforcement policy.

SAFETY VIOLATIONS

Subcontractor and temporary labor organization are responsible for promptly correcting all violations of safety and health standards, potential hazards and other such safety related problems within their area of responsibility. In the event an apparent violation is observed by Tate Engineering Systems, Inc., Subcontractor and temporary labor organization will be notified.

If Tate Engineering Systems, Inc. notifies Subcontractor or temporary labor organization of any non-compliance with the provisions of the project's safety and health program or other OWNER or statutory requirements, Subcontractor and temporary labor organization shall take prompt action and make all reasonable efforts to correct the unsafe or unhealthy condition(s) or act(s). Satisfactory compliance shall be made within a reasonable, specified time. If Subcontractor or temporary labor organization refuses to correct unsafe or unhealthy conditions or acts, Tate Engineering Systems, Inc. will initiate appropriate actions in accordance with the subcontract provisions and may take one or more of the following steps:

- A. Cease the operation or a portion thereof (particularly in the case of an imminent danger).
- B. Correct the situation and back-charge Subcontractor.
- C. Stop or hold up payment for the work being performed.
- D. Invoke subcontract penalties and/or terminate the subcontract.

In the event Subcontractor or temporary labor organization fails to comply with safety regulations and/or fails to correct identified hazards, Tate Engineering Systems, Inc. may, without prejudice to any other legal or contractual rights of Tate Engineering Systems, Inc., issue an order stopping all or any part of the work; thereafter, a start order for resumption of work may be issued at the discretion of Tate Engineering Systems, Inc. Subcontractor or temporary labor organization will make no claim for an extension of time or for compensation of damage by reason of, or in connection with, such work stoppage.

REPORTS AND SUBMITTALS

Subcontractor and temporary labor organization will report all injuries/illness (including 1st Aid and near-miss), all accidents resulting in property damage, and all environmental incidents to Tate Engineering Systems, Inc. within immediately, or no more than 15 minutes by telephone and follow up with an initial written report within 24 hours. Within two working days, Subcontractor and temporary labor organization will provide Tate Engineering Systems, Inc. with a written report documenting the root cause(s) of the accident and action(s) taken, or planned to be taken, to preclude recurrence. A copy of each Employers First Report of Injury shall be provided to the Tate



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Engineering Systems, Inc. They must record any recordable injury or illness on their OSHA 300 log. Report immediately to Tate Engineering Systems, Inc. all fatal or serious occupational injuries or illnesses, loss of eye, amputation or requiring hospitalization. Near miss incidents shall also be rigorously investigated and reported to Tate Engineering Systems, Inc. Should an injury result in lost time, Subcontractor and temporary labor organization will notify Tate Engineering Systems, Inc. in writing if it desires not to provide continued employment, on a modified basis, for its employees who sustain an on-the-job partially disabling injury. This reporting is in addition to any reporting responsibilities that Subcontractor and temporary labor organization may have to OSHA or any other agency.

All job hazard analyses (JHAs), work permits, training records, inspection reports, and daily safety reports must be available for review by Tate Engineering Systems, Inc. and OWNER. Subcontractor and temporary labor organization will maintain records of all first aid cases, work related injuries/illnesses and property damage according to OSHA requirements and the representative insurance carrier requirements.

Subcontractor and temporary labor organization will provide to Tate Engineering Systems, Inc. copies of Material Safety Data Sheets (MSDS) for all materials that Subcontractor and temporary labor organization brings on the jobsite. This information will be provided prior to arrival of the materials on the project site. When requested, Subcontractor and temporary labor organization will provide training to Tate Engineering Systems, Inc. employees and employees of other parties who may routinely be exposed to materials used by Subcontractor and temporary labor organization, at no cost to Tate Engineering Systems, Inc.

Subcontractor and temporary labor organization shall furnish other reports and submittals as identified in other sections of this document and the subcontract, as previously stated and/or upon request. A post-job review of the subcontractor's safety performance and temporary labor organization will include a review of the submitted documents, injury review, and adherence to safe work practices.



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APPENDIX A ACKNOWLEDGEMENT

I understand I am responsible to work safely and follow all site specific safety procedures, programs and policies and adhere to all state, federal and trade standards, practices and regulations that govern my industry.

The consequences for failing to adhere to Safety Procedures, GMPS and other site specific policy and procedures will lead to disciplinary action up to and including termination and removal from job site.

Tate Reviewer/Trainer Sign: _____ **Date:** _____

Date: _____

Sign: _____

Date: _____

Sign: _____

Date: _____

Sign: _____

Date: _____

Sign: _____

Date: _____

Sign: _____

Date: _____

Sign: _____

Date: _____



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APPENDIX B CONTRACTOR PREQUALIFICATION EHS REVIEW FORM

To be completed by Contractor Manager

Contractor Company Name:	Date:
Address:	
Project Supervisor's name:	Phone #:
Names of "Competent Persons" that meet all training/experience requirements to comply with OSHA: <div style="text-align: right;">OSHA 10 Hours Training:</div>	
Name Safety Representative:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Name:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Name:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Name:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Task to be completed:	

Select the regulations affected by the job. Copy of the contractor's program and evidence of contractor's training may be requested.	
<input type="checkbox"/> Powered Industrial Truck <input type="checkbox"/> Confined Space <input type="checkbox"/> Control of Hazardous Energy LOTO <input type="checkbox"/> Ladders <input type="checkbox"/> Electrical Safety <input type="checkbox"/> Excavation/trenching <input type="checkbox"/> Chemical use, handling and storage <input type="checkbox"/> Arc Flash <input type="checkbox"/> Waste generation (specify):	<input type="checkbox"/> Personal Protective Equipment <input type="checkbox"/> Abatement: Circle: Asbestos/ Lead <input type="checkbox"/> High altitude (more than 6 ft) <input type="checkbox"/> Hot work – (welding, cutting, grinding or brazing) <input type="checkbox"/> Scaffold <input type="checkbox"/> Hoists/Cranes/Slings <input type="checkbox"/> Impair fire suppressant system <input type="checkbox"/> Use of: Circle: Ariel Lift/Scissor Lift <input type="checkbox"/> Utility Modification



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Loss History

More information may be required when allowable limits have been exceeded.

Last Year Previous Year Previous Year

Experience Modification Rate

Experience Modification Rates: Experience modification rates (EMR) are established by your insurance carrier based on past claims for losses including worker's compensation. Please contact your insurance carrier to obtain verification of your most recent EMR. If an EMR has not been established for your company for each year requested, please attach an explanation. Note: If any EMR rate listed is greater than 1.0, or if incidence rates are above the average rates for your industry classification (SIC Code) you must attach a corrective action plan. The corrective action plan must explain why these rates are high, what corrective action(s) have been implemented to prevent reoccurrence at other locations, and demonstrate how these actions have been effective

Total Recordable Case Rate

Lost Workday Case Rate

Total Number of Fatalities

Incidence Rate Calculations: All incidence rates are based on 100 full-time equivalent employees (200,000 work hours) using the formula (N/EH) times 200,000 hours, where N = number of injury and illness cases and EH = total employee hours worked in the calendar year.

- For the Total Recordable Case Rate, N = the total number of cases recorded on the OSHA 300 Form.
- For the Lost Workday Case Rate, N = the number of cases which involve days away from work, days of restricted work activity, or both.

OSHA 300 Recordkeeping:

- Have you employed more than 10 employees during the last 3 years? ☐ Yes ☐ No
- If yes, have you maintained OSHA 300 Log? ☐ Yes ☐ No

Environmental Health and Safety Compliance History

The following compliance questions relate to your company and operations over the past 5-year period. The term company is inclusive of all operations nationwide, all companies and operating divisions, and all company names currently and previously used.

- Has OSHA (federal or state) issued any citation(s) to your company? ☐ Yes ☐ No
- Has OSHA (federal or state) issued any citation(s) to subcontractors working on projects or sites managed by your company? ☐ Yes ☐ No
- Are there any past or pending environmental enforcement actions or environmental compliance violations for your company? ☐ Yes ☐ No
- Are there any past or pending environmental enforcement actions or environmental compliance violations for subcontractors working on projects or sites managed by your company? ☐ Yes ☐ No
- Is your company or any of its corporate officials listed on the EPA Criminal Enforcement Docket? ☐ Yes ☐ No



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If you answered **YES** to any question above, attach a copy of the violation, citation, or enforcement action description, including an explanation of the circumstances and resolution(s) with the agency. Please provide a discussion of what corrective action(s) have been implemented to prevent reoccurrence at other locations, and demonstrate how these actions have been effective.

Verification

Does your company have a Substance Abuse Prevention Program?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide verification of successful completion of a substance abuse prevention test?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you have Safety Meetings?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide verification of a safety meeting?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide documentation of Identification of task specific PPE?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide examples of your job site safety inspections?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide copies of SDS for all materials that will be brought to jobsite?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you complete a job hazard analysis that identifies hazards during each major phase or activity at the site?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Will the analysis also describes the planned work and assigns responsibility for hazard prevention or control of identified hazards, and state corrective action to prevent injury?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you provide a copy of your written safety and health program?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm your program aligns with OSHA and the subcontract requirements?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm you have a method for identifying job hazards and appropriate control measures?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm you will provide all personal protective equipment (PPE) required for the planned work? (Note if respiratory protection is required, your "Respiratory Protection Program" meets OSHA guidelines and is current.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm you complete employee orientation and required job training at initial assignment and annually as required by OSHA?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you supply your company safety and health goals and expectations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm you have a disciplinary policy for violation of safety rules?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Can you confirm and provide a Fire Prevention and Protection including contingency plan?	<input type="checkbox"/> Yes	<input type="checkbox"/> No



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Can you confirm you have rules of Conduct and/or Standard Operating Procedures as required for the work? ☐ Yes ☐ No

Can you confirm you will provide security and site control measures as needed? ☐ Yes ☐ No

Can you confirm you will be responsible for your sanitation and on-site medical support services required if an incident occurs? ☐ Yes ☐ No

Can you confirm your: Accident Reporting, Root Cause Investigation, Corrective Actions, and Recordkeeping meets OSHA requirements? ☐ Yes ☐ No

Can you confirm you provide Hazard Communication training? ☐ Yes ☐ No

I agree to to supply document pertaining to above questions at any time during negotiations, during the course of work or after work has concluded if requested by Tate Engineering.

Authorized Agent Name (Signature) _____ **Date:** _____

If **NO** to any question above, provide an explanation of the circumstances why proof of program, policy, procedure does not apply to your operations:

I certify and declare the foregoing environmental health and safety loss history, and compliance history is true and correct, and that I am a duly authorized representative of the company.

Printed Name

Title

Signature

Date



SUBCONTRACTOR and TEMPORARY LABOR SAFETY PROGRAM

Contractor Qualification Review:

☐ Approved

☐ Not Approved

Date:

Comments:

Signature: _____

Pre-Work Safety Conference Notes (provide a brief summary of work to be done and specific responsibilities must be clarified for Designated Areas, Equipment, Property Layout, LOTO, Powered Industrial Trucks & Aerial Platforms and scissor lifts.)

Please note: Blatant disregard for health and safety issues or repeated violations will be addressed on an individual basis, which may involve the removal of contractor employees, work stoppage at the cost of the contract firm, or contract termination.

By signature of its authorized agent below, contractor acknowledges receipt and agrees to comply with this ***Contractor Safety Program***. The authorized agent signing below also acknowledges he or she has read and understands the Tate Engineering System, Inc. ***Contractor Safety Program***.

Company Name

Authorized Agent Name (printed)

Authorized Agent Name (Signature)