

ATTACHMENT F – SUBCONTRACTOR SAFETY COMPLIANCE PROGRAM

{Contracts.ContractNumber} - {Projects.Name}

SAFETY. The prevention of accidents or injuries on, about, or in the vicinity of the project site is the Subcontractor's responsibility. For purposes of this Attachment, the term Subcontractor shall be deemed to include subcontractors and suppliers of all tiers. The Subcontractor must perform its Work in a safe manner, must fully comply with safety measures of Contractor, Subcontractor, and those imposed by the Contract Documents, and must adhere to the applicable industry standards, laws, ordinances, rules, regulations, codes and orders of public authorities bearing upon the safety of persons or property or their protection from damages, injury or loss. Subcontractor must abide with all Federal, State OSHA and Contractor jobsite requirements relative to safety and the prevention of accidents or injuries. Subcontractor shall follow the most stringent safety standard where any inconsistency exists among those referenced in the preceding sentence. Subcontractor shall impose all obligations in this Attachment on its subcontractors and suppliers of all tiers.

The Subcontractor shall be solely responsible for the protection and safety of its employees, and the employees of its subcontractors and suppliers of all tiers, for the final selection of all safety methods and means, for required safety reports and records, for daily inspection of its Work area and its employees' safety equipment, and for the continual instruction of its employees on health and safety, including weekly safety meetings. The Subcontractor must actively promote safe working performances and practices on the part of its employees and the employees of its subcontractors and suppliers of all tiers. Subcontractors shall also provide to Contractor a list of its subcontractors they intend to use on site. Additionally, subcontractors shall insure that all its subcontractors meet the insurance requirements for this project, including the additional insured endorsement. It is the responsibility of the subcontractor to insure that certificates and endorsements from their subcontractors are received and current prior to the sub-subcontractor arrival on site.

The Subcontractor must establish and maintain a safety program implementing safety measures, policies and standards conforming, on a comprehensive basis, to its obligations under these paragraphs, which safety program shall include provisions for selection of safety methods and means, conveyance of information and instruction with regard to those safety methods and means to its employees, safety meetings of its employees at least once a week, maintenance of required safety reports and records, periodic inspections of its Work area and equipment to detect and correct hazardous conditions, safety rule violations and unsafe Work practices, and enforcement of corrective actions as required.

To the fullest extent permitted by law, Subcontractor shall defend, indemnify and hold harmless Owner, the Architect, Contractor (including its affiliates, parents and subsidiaries) and other contractors and subcontractors and all their agents and employees from and against all claims, damages, loss and expenses arising out of or resulting from the performance of Subcontractor's Work, including but not limited to, any such claim, damage, loss, or expense is attributable to bodily injury, sickness, diseases, or death, or to injury to or destruction of tangible property (other than Subcontractor's Work itself) including the loss of use resulting there from, to the extent caused in whole or in any part by any negligent act or omission of Subcontractor or anyone directly or indirectly employed by Subcontractor or anyone for whose acts Subcontractor may be liable.

ASBESTOS. The Subcontractor must notify the Contractor if any material containing asbestos is encountered during performance of the Subcontractor's Work. The Subcontractor is prohibited from storing or installing any equipment or material containing asbestos on the project site. The Subcontractor is solely responsible for the prevention of asbestos containing material or equipment to be installed as part of its Work.

HAZARDOUS MATERIAL. The Subcontractor must notify the Contractor if any Hazardous Material is encountered during performance of the Subcontractor's Work. The Subcontractor is prohibited from distributing, removing or storing of any equipment or materials deemed to contain hazardous material, unless required by the Contract Documents. The Subcontractor is solely responsible for prevention of hazardous materials being installed as part of its Work. All subcontractors are responsible for all disposal of chemicals and containers used in the construction of their work on this project. Subcontractors will provide OSHA required material safety data sheets on all chemicals before work is started.

SUBCONTRACTOR SAFETY REQUIREMENTS. Contractor is committed to the elimination of worker injury throughout our operations. Contractor's companywide commitment to Zero Injury is the only logical and humane approach to a safe workplace. We are no longer willing to tolerate any injury to our own workers, or to the worker of any contractor while engaged on our projects. Any lesser commitment conveys the erroneous message that accidents are inevitable and that some level of injuries are acceptable. Meeting this challenge will take time, hard work, and will require a commitment to safety from all employees and contractors on this project.

The following is the minimum criteria to work on this project and is strictly intended for the purpose of eliminating accidents and injuries at the project.

General Safety Requirements

1. Contractors must observe and follow all posted safety signs.
2. Contractors are expected to supply their own personal protective equipment.
3. Contractors must not create tripping hazards.
4. Contractors work area must be cleaned at least daily or more often if needed.
5. Adequate ventilation must be provided when using vapor producing materials or creating high dust levels. Contractor must notify Contractor 24 hours in advance whenever work is being done that may generate any hazardous odors or dust.
6. Contractors may not, under any circumstances, operate or disconnect any device used to control building services until permission has been obtained from the Owner's project manager, communicated through Contractor.
7. The following activities are prohibited and are causes for immediate dismissal:
 - Using alcohol or illicit drugs on site
 - Fighting or horseplay
 - Tampering with equipment
 - Possession of firearms
8. Contractors must investigate and report all work-related injuries and near misses to Contractor Project Manager and/or Superintendent. Contractor Investigation Team will also investigate incident. First aid treatment is the responsibility of the subcontractor. Subcontractor must have first aid trained foreman on site to meet the minimum standard as outlined by OSHA/State.
9. Site Management/Supervision will attend weekly contractor's site safety / progress meeting led by the Contractor's Superintendent.
10. All workers are required to attend a mandatory site safety meeting while actively working on this site. This safety meeting will be held on a regularly scheduled time and day as established by the Contractor's Superintendent.
11. Contractors will conduct weekly employee toolbox meetings and copy Contractor with material covered and attendance record. This meeting is scheduled and led by a Contractor representative.
12. No radios or headsets are allowed in work areas.
13. Contractors must submit safety plans and hazard specific work plans to Contractor.
14. Square Rebar caps or the equivalent are required on all exposed impalement hazards. Mushroom caps are not allowed. This includes but is not limited to rebar, form stakes, conduit etc.
15. Form stakes are to be capped immediately upon installation.
16. Forklifts are not allowed to lift any personnel for any reason. Man baskets attached to forklifts are not allowed.
17. Subcontractor's equipment, tools, and personnel must comply with OSHA/State Safety and Health Regulations for Construction.
18. No one under 18 years of age is allowed to work on Contractor's jobsites.
19. Immediately correct any unsafe acts or practices brought to your attention.

Personal Protective Equipment

1. 100% Eye protection will be required on the project. Those individuals with prescription eyewear that are not Z-87 safety glasses will however be allowed to wear them. It is suggested that employees with prescription glasses either purchase approved Z-87 safety glasses or be given safety glasses that fit over their prescription glasses to be used when the task requires safety glasses. Only clear glasses are allowed indoors or in low light work areas. Sunglasses are not acceptable eye protection at any time
2. A 100% Tie-Off policy is required when working in exposed areas six feet or more above the working surface or other protective systems must be provided as per OSHA regulation. Steel erection activities will meet the fall protection requirements of OSHA 1926 CFR Subpart R at a minimum.
3. Hard hats are required at all times.
4. Employees must be properly clothed while working. Minimum attire will include long pants, T-shirt and sturdy work boots. Shorts, tank tops and tennis shoes are not permitted.

5. Safety harnesses, lanyards, face shields, hearing protection and all other personal protective equipment must be worn where it is warranted by the hazard exposure or when required.
6. Dust masks/respirators must be worn for all jobs that produce exposure to dust or hazardous fumes in concentrations greater than the permissible exposure limit. All dust masks/respirators must meet NIOSH approval.
 - a. Personnel training for respirator utilization is required prior to use.
 - b. Prior to respirator utilization, personnel must be medically evaluated and fit-tested.
7. Hearing protection device (plug and/or muffs) must be worn when personnel are exposed to a hazardous noise level, at or above 85 decibels.

Housekeeping and Waste Disposal

1. All work areas, walkways, and passageways must be kept clean and debris free.
2. All non-hazardous wastes shall be placed in proper containers and removed from the site.
3. Hazardous waste (flammable liquids and solids, corrosives, reactive, poisonous, or toxic material) must be disposed of in accordance with United States Environmental Protection Agency (EPA), and State's Department of Ecology (DOE) regulation(s).
4. Scrap lumber must be piled in an orderly fashion with nails pulled or bent over to reduce hazards.
5. Spills must be cleaned up or contained immediately. Make proper notification, and perform disposal in accordance with EPA, and DOE (Ecology). This includes soil or other contaminated material resulting from a spill.
6. It is the responsibility of Subcontractor to keep a clean and safe job site as it pertains to its work. This improves work production and helps to prevent needless accidents.
7. Subcontractor will pick up all materials and waste from the areas that it worked at the end of each day and upon completion of its work.
8. If Subcontractor's work performed produced an amount of sawdust or dirt on a slab or floor, this will be swept up that day by Subcontractor.
9. Subcontractor is responsible to contain and control its waste material and trash until Subcontractor removes it from the site.
10. All lunch and break areas will be kept clean at all times. No food or drink containers will be left anywhere.
11. Smoking or chewing of tobacco products will not be allowed in the building at anytime.

Portland Cement

1. Construction employers must make washing facilities available for employees exposed to Portland cement. Washing facilities must provide clean water, non-alkaline soap, and clean towels. Such facilities must be readily accessible to exposed employees and adequate for the number of employees exposed.
2. OSHA standards require employers to provide training to communicate the hazards of exposure to Portland cement to their employees.

Fall Protection

1. Unattended floor openings must be covered, planking or sheathing strong enough to support the intended load, must be used. The cover must be suitably marked and secured. Instead of a cover, guardrails, mid-rails and toe-boards may be installed.
2. When working at heights greater than 6 feet, fall protection must be used. Acceptable methods include safety nets, guardrails or personal fall arrest systems. Safety belts are NOT acceptable for fall arrest; a harness must be worn when using fall arrest equipment. If fall protection is not feasible, a fall protection plan meeting the requirement of CFR 1926.502 (K) must be submitted. Steel erection activities will follow fall protection requirements in Subpart R at a minimum.
3. Any subcontract employees exposed to a fall hazard must provide certification of training by their employer. Copies of these cards should be kept in job files. Subcontractors must provide evidence of training that meets the standard if they do not issue cards to their employees.
4. Provide OSHA/State guardrail at open sided floor, deck platform or working surface when 6' (4' in Washington State) or more above adjacent floor or ground level.
5. All rebar 6 foot and shorter will be protected by rebar caps.

Steel Erection

1. Structural steel erection activities will meet the fall protection requirements of OSHA 1926 CFR Subpart R Steel Erection at a minimum.
2. Each steel erection company must provide a steel erection plan and comply with the requirements of OSHA 1926.750-761 Subpart R.

Scaffolding

1. Scaffold will be erected to include proper ladder or stair access, guardrails, toe-boards in all locations where materials are placed, and decked fully. Rolling scaffold will be equipped with brakes on all casters and a diagonal brace for mobile scaffolds other than baker scaffolds. Scaffolds will be fully decked and guardrails provided, or workers will wear fall protection consisting of full body harness with shock absorbing lanyard.
2. An identified competent person(s) will inspect scaffolds daily and provide copies to CONTRACTOR Superintendents, and will supervise all erection and dismantling operations.
3. All scaffolds exceeding a height to minimum base dimension ratio of 4: 1 will be secured. Anchoring, guying, tying off or bracing of scaffolds must be affixed to structurally sound components. It is crucial that ties be properly attached and able to carry both tension and compression loads.
4. All scaffolds installed on concrete or solid floors must have the manufacturer provided base plates for that system installed.
5. When scaffold plastic/wood sheeting is deemed necessary to allow for the protection of workers, the work being performed, or any area adjacent to the scaffold system, the plastic/wood sheeting will only be installed by the company responsible for erecting the scaffold. The OSHA standard requires that "Work on or from scaffolds is prohibited during storms or high winds unless a competent person has determined that it is safe for employees to be on the scaffold and those employees are protected by personal fall arrest system. Wind screens shall not be used unless the scaffold is secured against the anticipated wind forces imposed." It is the responsibility of the employer to ensure that the addition of a tarp or sheeting to a scaffold does not overload the scaffold. The addition of a tarp or other sheeting material would add lateral loads to the scaffold, which may not have been accounted for in its design. Under OSHA standards, such an addition would therefore be "an occurrence which could affect a scaffold's structural integrity," requiring a competent person to inspect it and make an assessment. CONTRACTOR will not install scaffold plastic/wood sheeting on any scaffold system that was not erected by CONTRACTOR. All scaffold sheeting must be installed in accordance with OSHA standards and inspected daily along with the scaffold system.

Fire Protection

1. Fire exits, exit corridors, emergency showers, electrical panels and fire extinguishers cannot be blocked.
2. Flammable liquids must be properly labeled, in OSHA approved cans and must be stored in approved locations. Plastic fuel containers are not allowed. Adequate ventilation must be present where flammable liquids are used or stored.
3. Contractors must supply their own approved fire extinguishers for hot work.
4. Fire retardant tarps may be required for spark-producing activities.
5. Smoking is allowed in designated areas only.
6. All flammable or combustible material shall be stored, dispensed, and used per the manufactures instructions, MSDS recommendations, local regulations, and UFC (Unified Fire Code).
7. Where welding, cutting, brazing, or soldering is performed, the subcontractor must have fire protection equipment (fire extinguishers, fire blankets), and fire watch in the area before work begins. Subcontractor must obtain hot work permit from Contractor.
8. All open flame work must be suspended 30 minutes prior to the subcontractor leaving the area/site.

Welding and Cutting

The following precautions must be taken for cutting and welding activities:

1. Approved helmets with proper face shields will be worn to protect against arc, radiation or spatter exposures.
2. Approved welding curtains must be provided to protect bystanders from exposure where necessary. Signs must be posted to warn personnel.
3. Proper ventilation must be provided at all times and especially when working in confined spaces.
4. Approved fire extinguishers must be provided by the contractor.
5. Fire watch personnel may be required when welding or cutting inside the building in high-risk areas.
6. Compressed gas cylinders must be secured at all times and the protective cap in place when not in use.

Electrical

1. All electrical tools and equipment will be properly grounded. Absolutely no defective tools may be used on site.
2. Extension cords are allowed to be used on a temporary basis only, and in conjunction with a OFCI. All extension cords must be 12 gauge or larger.
3. Portable Class A ground fault circuit interrupters are required when using any portable and held power tool.

4. When working on or near live electrical components the following practices are required:
 - a. no conductive clothing or jewelry can be worn
 - b. tools must be properly insulated
 - c. contractor employees must be qualified to work on or near live equipment (contractor supplies training)
 - d. exposed electrical components that could be a potential shock hazard to others in the area must be posted with a warning sign or barricade.
5. Only properly trained and qualified personal will perform electrical work.
6. The subcontractor's written Lockout/Tagout/Tryout procedure must be on site and followed.

Equipment and Tools

1. Subcontractor workers must have proper training prior to tool use.
2. Internal combustion-driven equipment cannot be used inside the building unless adequate ventilation is provided, and approved by Contractor.
3. All construction vehicles such as dump trucks, ready mix rigs, earth movers, forklifts, etc. must be equipped with audible alarms that sound a continuous warning as the vehicle is backing up. Seat belts must be used as required.
4. All forklift operators must be trained and certified to operate the forklift. A certification card or some other means of training documentation must be at the jobsite or with the operator at all times.
5. Pneumatically powered tools must be secured to the hose.
6. Only low velocity powder actuated tools are allowed on site. Operators must present evidence that they have been trained in the use of this equipment.
7. All power equipment and machinery must be shutdown when not in use; never leave machinery running unattended.
8. Any machine part, function, or process, which may cause injury, must be guarded. Where the operation of a machine or accidental contact with it can injure an employee, the hazard must be either controlled or eliminated.
9. Inspect all equipment and tools before each work shift for defects or damage. Damaged or defective equipment or tools must be removed from service by tagging "Do Not Use" or physically removing from the jobsite. All equipment and tools must be professionally maintained.
10. All subcontract employees operating any lift equipment must be able to provide proof of training if requested.
11. When work is being performed overhead, subcontractor to provide suitable barricades to protect the area below.
12. Subcontractor workers must be knowledgeable concerning the elevated work platform's capacity and operational limitations.

Stairways/Ladders

1. Ladders must have nonconductive side rails. Aluminum ladders are not allowed on CONTRACTOR jobsites.
2. A stairway or ladder must be provided at all worker points of access where there is a break in elevation of 19 inches or more and no ramp, runway, embankment, or personnel hoist is provided.
3. When there is only one point of access between levels, it must be kept clear to permit free passage by workers.
4. Except during construction of the actual stairway, stairways with metal pan landings and treads must not be used where the treads and/or landings have not been filled in with concrete or other material, unless the pans of the stairs and/or landings are temporarily filled in with wood or other material.
5. Portable ladders with structural defects-such as broken or missing rungs, cleats, or steps, broken or split rails, corroded components, or other faulty or defective components-must immediately be marked defective or tagged with "Do Not Use" or similar language and withdrawn from service until repaired.
6. Ladders must be used properly. Stepladders should not be used as an extension ladder. Ladders must have safety feet or a kick plate installed.

Cranes

1. All cranes must be inspected annually by a competent person and daily by the operator.
2. Always be sure that the operator and signal persons are in direct and clear view, or in communication by phone.
3. Never carry a load over other workers.

Hazardous Materials

1. MSDS's must be submitted to Contractor prior to any chemical or hazardous material being brought on site.
2. All containers must be labeled.
3. Oil drips and other spills must be cleaned up immediately.
4. Hazardous waste must be disposed of correctly.

Confined Space Entry

1. Subcontractors may not enter confined spaces without a Confined Space Entry Permit. Subcontractors must be trained in confined space entry procedures as well as related procedures (e.g. use of respirators) prior to working in confined spaces and must utilize their company's Confined Space Entry Permit.
2. Subcontractors must have Industrial Hygiene atmospheric monitoring equipment available.
3. Subcontractors must have rescue/retrieval equipment available at point of entry. Workers must provide training records.
4. Conduct air monitoring of any confined space to determine if the space is a permit required confined space.
5. Subcontractor will coordinate entry operations with Contractor's Superintendent of the jobsite.
6. Inform Contractor's Superintendent of the jobsite of the permit space program that will be utilized.
7. Hold a debriefing conference at the completion of the entry operation or during the entry operation, if needed, to inform Contractor of any hazards confronted or created.

Excavations and Trenching

1. Whenever subcontractor performs trenching or excavating work, subcontractor shall appoint and have on site a competent person who will be present throughout trenching and excavation work.
2. In trenches and excavations up to 5 ft. deep (4 ft. in Washington State) with vertical side, where there is no trench shoring, subcontractor workers may work only if competent person allows it.
3. All workers are forbidden from entering trenches and excavations over 5 ft. deep (4 ft. in Washington State) that are not shored, sloped or benched above the 5 ft. deep (4 ft. in Washington State). Trenches and excavations that are shored, sloped, or benched must be approved for entry of workers by the competent person.
4. All excavations or trenches must be:
 - a. Protected with barricades, flashers, signs or similar warnings
 - b. Adequately sloped or shored when 5 feet or more in depth
 - c. Equipped with ladders every 25 feet for trenches.
 - d. Inspected by a "Competent Person" as required by OSHA standards.
 - e. A registered professional engineer must design any excavations that are greater than 20 feet in depth.
5. High visibility vests must be worn and employee training conducted when working near Mobile Earth Moving Equipment and other vehicular traffic on site.

Heavy Equipment

1. Heavy equipment is equipment operated on site such as forklifts, backhoes, track-hoes, crawlers, cranes, boom trucks, man-lifts, etc.
2. Subcontractor will have qualified operators on all equipment.
3. Subcontractor will inspect all of its equipment per the manufacturer's instructions daily. Defective equipment will be pulled out of service until it has been repaired
4. Subcontractor will maintain all equipment in accordance with manufacturer's requirements.
5. Subcontractor will operate equipment within rated capacity.
6. Equipment will have working back-up alarms.

Flaggers

1. Subcontractor must provide trained and properly equipped (per OSHA/State) flaggers for all work in public right of ways, work affecting public right of ways or deliveries interrupting public right of ways.

Material Handling and Storage

1. Keep all solvent waste, oily rags, and flammable liquids in fire-resistant covered containers until removed from the work site.
2. Inspect rigging equipment for material handling prior to use on each shift and as necessary during its use to ensure that it is safe. Remove defective rigging equipment from service.

3. Make sure that all materials stored in tiers are stacked, racked, blocked, interlocked, or otherwise secured to prevent sliding, falling, or collapse.
4. It is not the responsibility of Contractor to supply warehouse space for materials supplied and installed by Subcontractor.
5. If materials are stored in the building, Subcontractor will neatly stack or store materials in an allotted location in a manner that will allow movement to perform any necessary work in or around this area.
6. Subcontractor will be responsible for the protection of its materials from damage and/or loss.
7. If materials must be moved to allow work to be performed, the Subcontractor of the material will be responsible to move it.
8. Subcontractor will store bulk materials, such as pipe, conduits, duct board, sheet metal, wire, etc. outside of the building under construction, unless granted permission to otherwise by Contractor.
9. Subcontractor will remove all extra material from the site as soon as possible.

Lockout/Tagout

1. Wherever applicable, lockout/tagout procedures must be followed to control hazardous energy and prevent the unexpected start-up of equipment or release of stored energy. LOTO is required for ANY source of hazardous energy including but not limited to:
 - electrical
 - thermal
 - gas
 - hydraulic
 - mechanical
 - liquid chemical
 - pneumatic
 - radiation
2. It shall be a condition of employment for all outside contractors to abide by the CONTRACTOR lockout/tagout procedure.

Orientation / Safety Education

1. All contractors are required to orientate and train their employees of the hazards and procedures required to perform their job. (i.e. confined space, fall protection, respiratory protection, scaffold erection and dismantling, trenching and excavation, etc.)
2. All subcontract employees must review site specific safety information with CONTRACTOR superintendents before beginning work. Site specific orientation sheets must be signed and will be maintained on file. Safety violations may result in disciplinary action up to and including permanent removal from the jobsite.

Job Hazard Analysis

1. When requested, contractors must be able to produce job hazard analyses for upcoming tasks. This consists of identifying potential hazards and recommending the safest way to do the job.
2. Job Hazard Analysis (JHA) will be part of Subcontractor's Site Specific Safety Plan. JHA forms identifying each task of the subcontractor's work, the hazards of that work and the protection or prevention measures to be taken by the Subcontractor to address the hazards will be prepared in writing by the Subcontractor. The JHA will be used by Subcontractor to instruct Subcontractor's crew on the hazards of the work. A copy will be provided to Contractor's Superintendent.

Safety Discipline

Subcontractor shall have and enforce a disciplinary action schedule conditioned upon the occurrence of any safety violations being discovered, which schedule should vary depending upon the severity of the violation. Whenever requested by Contractor, Subcontractor shall provide all necessary and pertinent information regarding any and all safety matters and violations to Contractor.

Submittal of Safety Plans

Subcontractor agrees, in accordance with Contractor's directives to submit to Contractor its written Accident Prevention Plan and Site Specific Safety Plan. Such submittal shall be made prior to Subcontractor's mobilization to the site and shall be an express condition precedent both to Subcontractor's right to commence performance and its right to receive compensation. Any delays caused to Contractor or the project due to Subcontractor's failure to comply with these provisions shall subject Subcontractor to any and all damages incurred by Contractor or other affected parties. Receipt of Subcontractor's safety plans by Contractor does not constitute approval of said plans. Subcontractor is solely responsible for content of Safety Plans and for adhering to the same while performing its work.

Violations Found During a Safety Inspection

1. If a safety violation by Subcontractor is found during Contractor inspection, Subcontractor company name and employee name will be noted on the violation report.

2. The Superintendent on site or authorized Contractor Representative will explain the violation to the subcontractor Supervisor/Representative.
3. The violation must be corrected immediately. In the event Subcontractor does not promptly correct any safety violation, Contractor may order Subcontractor to cease all operations on the jobsite until all violations are corrected. In the event Subcontractor fails to do so, Contractor may correct the violations and charge all costs of compliance to Subcontractor. The violation must be signed off as corrected on the violation report by the Superintendent or Contractor Representative and the Subcontractor Supervisor/Representative.
4. A copy of the violation report with correction dates and signatures will be filed at Contractor main office.
5. All violations against a Subcontractor will remain on file for a period of two years. All violations and offenses are cumulative for the two-year period. Therefore, the violations and offenses will carry over to other projects for a period of two years.

Disciplinary Actions

The following disciplinary actions are in addition to above violations actions.

1. First Offense: Written violation distributed to Subcontractor and Contractor offices. All written violations shall remain on Contractor's Subcontractor data sheets for two (2) years.
2. Second Offense: Written violation (as stated above) and a \$150 fine.
3. Third Offense: Written violation (as stated in First Offense) and a \$300 fine. Contractor may also submit the written violations to OSHA/State.
4. Fourth Offense: Possible contract termination for willful breach of contract.

If a violation is found by either OSHA and/or State Safety Inspectors, a copy of the inspection will remain in the Subcontractor's file in Contractor main office for a period of two (2) years.

Coordination in English

If Subcontractor employs non-English speaking workers or non-English speaking lower tier-Subcontractors on site, Subcontractor will provide English speaking foreman on site for the duration of its work. Such Foreman will be able to communicate with and direct non-English speaking workers.

At least one English speaking representative of Subcontractor will attend all Contractor safety meetings and promptly communicate information discussed to all other Subcontractor employees and lower tier Subcontractors.

Owner/Operator or Worker

Subcontractor and lower tier Subcontractors that have company owners performing work on the jobsite shall adhere to all OSHA/State safety regulations that would apply to employees performing the same work. For example, the owner of a roofing company installing shingle roofing on a roof slope greater than 1 in 4 must be tied off in compliance with the fall protection program. There are no exemptions from safety requirements for owners performing work on the jobsite, regardless of whether or not they are covered by State or Private Workmen’s Compensation programs.

Crew Leader - Crew (Toolbox) Safety Meetings

Subcontractors and their employees, when on site at the time of the meeting, will be required to attend the Contractor’s weekly toolbox safety meeting. Any of the requirements of Government Safety Regulations not satisfied by Contractor’s safety meetings shall be the responsibility of the individual employers. If after Subcontractor has started its work on site and before Subcontractor’s work on site is completed, Subcontractor’s personnel miss Contractor’s weekly toolbox safety meeting or Contractor does not hold weekly toolbox safety meeting, then Subcontractor must hold weekly tool box safety meetings for all its employees and submit minutes of each meeting to Contractor.

Subcontractors that employ non-English speaking persons must provide someone to verbally translate the weekly toolbox safety meetings into the language of the non-English speaking personnel. Subcontractors may conduct additional safety meetings for their crew as necessary to keep their crew members safe throughout the work. However these additional meetings will not replace the requirement to attend the Contractor’s weekly toolbox safety meetings.

I have reviewed the Subcontractor Safety Compliance Program and accept responsibility for maintaining a safe and healthful work environment. I also accept the responsibility of informing all my employees of the Subcontractors Safety Compliance Program.

Dated: _____	_____ {ToCompany.Name} (the Releasing Party)
	By: _____
	Signature

	{Contracts.ToSignedBy}
	Printed Name
	Its: {Contracts.ToSignedBy}
	Print Title
