

# Pages 1-9 Introduction and Table of Contents



# SCS Safety Program

06/01/2024



1 of 357

## Table of Contents

A Written Plan.....	8
Introduction to Our Program.....	8
Safety First Priority.....	8

Jobsite Emergency Action Plan .....	43
<b>Grounds Maintenance .....</b>	<b>46</b>
Chainsaws .....	46
Mowers .....	47
Weed Trimmers .....	50
<b>Indoor Environmental Air Quality .....</b>	<b>52</b>
Disclaimer .....	54
Evaluation of IEQ Concerns .....	54
Recordkeeping .....	56
Checklist .....	56
<b>Hazard Communication .....</b>	<b>57</b>
Definitions .....	59
Hazard Assessment .....	76
Hazardous Materials Identification .....	79
Supervisor Responsibilities .....	82
Orientation and Training .....	84
<b>Materials Handling .....</b>	<b>86</b>
<b>Forklifts .....</b>	<b>91</b>
Hoists & Auxiliary Equipment .....	93
Lifting Fixtures .....	94
Mobile Cranes .....	96
Exhibit A - Lifting Plan .....	101
Lattice Boom Inspection Form .....	102
Telescoping Boom Inspection Form .....	103
<b>OSHA Requirements for Temporary Heaters .....</b>	<b>104</b>
Choosing a Portable Heater .....	105
<b>Office Safety .....</b>	<b>107</b>
<b>Pesticides .....</b>	<b>110</b>
Training & Practices .....	112
Facilities / Equipment for Use .....	115
Storage .....	119
Warning Notices .....	121
Fumigation .....	122
<b>Water &amp; Food .....</b>	<b>124</b>
<b>Powder Actuated Tools .....</b>	<b>127</b>
<b>Slip Trip and Fall Prevention .....</b>	<b>129</b>
<b>Safety Inspections .....</b>	<b>130</b>
Exhibit B .....	132
<b>Safety Equipment &amp; Clothing .....</b>	<b>136</b>
<b>Security .....</b>	<b>139</b>
<b>Accidents .....</b>	<b>140</b>
<b>OSHA 300 Logs .....</b>	<b>142</b>
Exhibit D .....	143

Exhibit E .....	147
Exhibit F .....	148
<b>Bloodborne Pathogens .....</b>	<b>149</b>
<b>Concrete and Mason Construction .....</b>	<b>151</b>
General Requirements for Formwork .....	155

EXHIBIT "A" .....	323
EXHIBIT "B" .....	324
EXHIBIT "C" .....	325
EXHIBIT "D" .....	325
<b>Respiratory Protection .....</b>	<b>326</b>
EXHIBIT "A" .....	343
EXHIBIT "B" .....	345
EXHIBIT "C" .....	347
EXHIBIT "D" .....	352
EXHIBIT "E" .....	353
EXHIBIT "F" .....	354
EXHIBIT "G" .....	355

Safety & Health Policy Handbook and that you are responsible for reading, understanding, and complying with its contents. Please electronically sign via Paylocity to acknowledge your acceptance, acknowledgement, and receipt. You will be notified of all major changes on an annual basis or as needed in high urgency communications.

No policy handbook can cover every situation; therefore, when a question arises, please consult with your supervisor or our Safety & Compliance Manager for clarification.

### **These Policies Replace & Supersede Any/All Previous Policies**

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This Safety & Health Policy Handbook replaces and supersedes any and all other prior editions of S.C. Swiderski, LLC Safety & Health Policy Handbooks, memoranda, or other S.C. Swiderski, LLC policies whether written or oral regarding safety and health.

Circumstances may arise in which S.C. Swiderski, LLC determines that changes in these policies and procedures are required. For this reason, S.C. Swiderski, LLC reserves the right, at any time, with or without notice, to modify, rescind, or supplement any personnel policy or benefits, and to take actions that may be contrary to a policy established in this manual, apart from the employment-at-will policy.

I'm sure you will find that our policies are fair, understandable, applicable, and to treat everyone at S.C. Swiderski, LLC with respect and dignity.

Thank you for your cooperation and support.

Sincerely,

Nathanael Popp, CEO

### ***A Written Plan***

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Every employer should have a written Safety & Health plan. This is our plan. Please read it carefully. While no plan can guarantee an accident-free workplace, following the safety

## ***Individual Cooperation Necessary***

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S.C. Swiderski, LLC maintains a safety and health program conforming to the best practices of our field. To be successful, such a program must embody proper attitudes towards injury and illness prevention on the part of supervisors and employees. It requires cooperation in all safety and health matters, not only between the employer and employee but between the employee and all co-workers. Only through such a cooperative effort can a safety and health program in the best interest of all be established and preserved. Safety is no accident; think always about safety and the job will be safer.

## ***Policy Administration***

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Your electronic signature on the "Receipt & Acknowledgment" of S.C. Swiderski, LLC Safety & Health Policy Handbook" confirms that you have been provided a copy of the S.C. Swiderski, LLC Safety & Health Policy Handbook and that you are responsible for reading, understanding, and complying with its contents. Please electronically sign via Paylocity to acknowledge your acceptance, acknowledgement, and receipt. You will be notified of all major changes on an annual basis or as needed in high urgency communications via Paylocity.

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This Safety & Health Program supersedes all prior. Edition June 2024.