

Personal Protective Equipment Policy

Hazards

Possible falling and flying objects from worker activities above, working near or with nail guns, passing vehicles, equipment such as saws, grinders, hammers, material and tool movements are all typical hazards on construction job sites that create hazards for people.

Additional Considerations

Personal Protective Equipment (PPE) is our last line of defense against the above hazards. We must be aware that guards, practicing safe methods of tool and equipment use, and other safe working practices are the first line of defense from injury and possibly death. Construction work without safe work practices and PPE is dangerous.

Our reputation as a professional construction company is dependent on how the public and our customers view us. The Personal Protective Equipment (PPE) we use, not only protects use physically, it provides a positive statement that we care about each other, and our customer's risk management. We strive to attract the best jobs with customers that demand safe and professional job sites. We will accomplish this with professional employees that act and perform in a safe manner.

It is important that we impress upon each other, our customers, and other business associates that we are leaders in this industry.

Equipment

GTC provides to its employees all PPE required as per MIOSHA CS Part 6 Personal Protective Equipment and a PPE Allowance Program for the benefit of its employees.

Specifications for PPE on Job Site:

1. Safety Glasses
 - a. must be marked with "ANSI Z87.1" on frame or lens
 - b. may be tinted when outside
 - c. Must be clear while working inside
2. Safety Toe Foot Protection
 - a. Must be marked with "ASTM 2412" and/or "ASTM 2413", or "ANSI Z41"
3. Hard Hats
 - a. Must be marked with "ANSI Z89.1."
 - b. Must be taken out of service after 5 years from date of manufacture.
 - c. Must be inspected and worn in accordance with manufacture instructions.

Job Site Rules

1. Hard hats must be worn at all times, except in vehicles and job trailers.
2. Eye protection must be worn at all times, except in vehicles and job trailers.
3. Work boots shall be worn at all times. Athletic or canvas-type shoes shall not be worn.
4. Wear gloves if working with abrasive or sharp objects, or when SDS/ product label specifies.
5. No exposed rings while using ladders, scaffolding, or mechanical equipment.
6. Long pants and a Hi Visibility shirt must be worn.

Variances

Supervisors may request for a variance from any of the above PPE rules. Contact the Workforce Risk Manager who will schedule a PPE Job Hazard Analysis (JHA) with the requesting Supervisor at earliest possible time. The analysis must be conducted at the job site. The PPE JHA will include:

1. the job name and address
2. location on job where variance is requested
3. employees effected
4. reason that wearing the a type of PPE is not feasible (i.e. not possible to get the job done, or more dangerous to employee than potential hazards)
5. What will be done to reduce or eliminate potential hazards observed

If a variance is provided, possible specific guidelines resulting from the PPE JHA must be followed by all involved employees and enforced by the requesting supervisor.

Training

1. New employees will receive hazard awareness and company policy training at orientation by the Workforce Risk Manager and during their mentorship by supervisors.
2. Current employees will receive refresher training, informal tailgate meetings and refresher training.
3. Re-training will be provided each time a corrective action takes place. This should be in positive manner. Encouraging safe work practices and correcting for procedure errors should not result in discipline or negative consequence.
4. All training will be recorded in a company training log maintained by the Workforce Risk Manager.