



CLEMENS CONSTRUCTION COMPANY, INC. RESPONSIBILITIES FOR SUBCONTRACTOR PERSONNEL

Subcontractors are required, by contract, to comply with all provisions of the Clemens Construction Company, Inc. Safety and Health Program and O.S.H.A. requirements at all times.

The responsibilities of the Subcontractor's personnel should include but are not limited to:

1. Appoint a Corporate Representative to conduct jobsite safety inspections as required by O.S.H.A.
2. Submit O.S.H.A. required data before the start of work which is to include written Safety/Health Program, written Hazardous Communication Program, Lockout/Tag out, MSDS's, O.S.H.A. 300 Log, Site-Specific Fall Protection Plan, O.S.H.A. required site inspection documentation, Competent Person sign-off, Fall Protection training documentations, and other training elements as required such as for scaffolding, excavation, confined space, etc.
3. Plan and perform all work so as to comply with Clemens Construction Company, Inc, Safety Policy and program requirements.
4. Recognize and implement the Safety, Accident Prevention, and Loss Control requirements contained in the subcontractor's construction agreement with compliance from his or her subcontractors and suppliers.
5. Provide and enforce, at all times, the use of personal protective equipment required by O.S.H.A. Federal, State, and Local Safety Codes and Regulations. This includes wearing long pants to the ankles (no short pants), shirts that cover the shoulders (no tank tops), and industrial quality footwear (ANSI approved sneakers are not permitted).
6. Comply with the record keeping and procedural requirements of O.S.H.A. and Clemens Construction Company, Inc.
7. Attend all onsite safety meetings held by Clemens Construction Company, Inc. Supervision as required.
8. Conduct weekly toolbox talk safety meeting and provide a copy of attendance sign-off sheet to the Clemens Construction Company, Inc. Superintendent.
9. Report immediately any accident/incident involving his or her employees and immediately provide a copy of the accident/incident, insurance and hospital reports to Clemens Construction Company, Inc. All accident/incident reports must be signed by the Clemens Construction Company, Inc. Superintendent on site to verify date of submittal. Any accident/incident report that is not submitted on the same day the accident/incident occurs will not be signed by the Clemens Construction Company, Inc. Superintendent on site.

10. When a Subcontractor observes an unsafe act or conditions (potential or apparent hazard), O.S.H.A.'s multi-employer work site interpretations require the following responses:
 1. If it is his or her responsibility, he or she must immediately abate the conditions.
 2. If it is not created by him or her nor his or her responsibility to abate, he or she must report it immediately to the Clemens Construction Company, Inc. Superintendent for abatement by the responsible subcontractors.
 3. If it is an "imminent danger" condition and not the Subcontractor's responsibility to abate, he or she must take immediate action to either safe off or correct the condition (which may include removing his or her employees from the area) until it is reported to the Clemens Construction Company, Inc. Superintendent and either additional temporary or permanent abatement is completed.

11. The following Safety Policy will be enforced (Three Strike Rule):
 1. When an employee is observed committing a minor unsafe act or creating a minor unsafe condition, he or she will be confronted and counseled to explain what he or she did and how to correct it. His or Her Foreman will be contacted or included in the discussion.
 2. Upon the observation of continued minor unsafe acts, the employee and his or her Foreman will meet with the Clemens Construction Company, Inc. Superintendent to ensure that they each have a clear understanding of the unacceptable behavior. A written notice will be issued and copies given to the employee, his or her Foreman and the Project Manager or Executive in the office of that employee.
 3. Upon the continued behavior of performing unsafe acts or creating unsafe conditions after written notification or upon observance of a serious safety violation constituting a threat to the safety or well being of themselves or other workers, or the property of others, that employee shall be removed from the project permanently by his or her respective supervisory personnel.

12. Ensure his or her workers receive prompt first aid and/or medical treatment when injured. Assist Clemens Construction Company, Inc. in emergency rescue of personnel as required.
13. Provide safety training for all aspects of their job duties as required by O.S.H.A. (and re-training when necessary).
14. Cooperate with Clemens Construction Company, Inc. corporate safety efforts.
15. Make prompt investigations and reports in order to determine the facts regarding accidents to workers, equipment, or the property of others and to then take immediate corrective action.
16. Execute and enforce all aspects of jobsite safety as specified by Clemens Construction Company, Inc. Safety Program, Project Management and Corporate Safety Personnel as specified.

ACKNOWLEDGEMENT

I have received and read the Clemens Construction Company, Inc. Responsibilities for Subcontractors Personnel.

I agree that a safe job site makes good sense for everyone and will act accordingly.

VENDOR OR SUBCONTRACTOR

Signature: _____

Title: _____

Company: _____

Date: _____

Job Number or Name: _____

Trade: _____