

Section 14 – Subcontractor Safety Violation Reprimand/Fine Policy

This jobsite requires workers to work safe at all times. If any subcontractor refuses to follow safe work practices and guidelines or OSHA standards, they shall be reprimanded and the following action should be taken:

1. **First Offense:** the worker shall stop what they are doing and correct the issue immediately. The superintendent should document this violation along with the corrective action taken on a safety violation form. The superintendent should request from the subcontractor management that the worker be re-trained in the area of concern.
2. **Second Offense** – the worker shall stop what they are doing and correct the issue immediately. If the same worker is caught for the second time performing the same or substantially similar violation they should be kicked off the jobsite for the day or fined based on the discretion of the superintendent. The superintendent should document this violation along with the corrective action taken on a safety violation form. The superintendent should request from the subcontractor management that the worker be re-trained in the area of concern.
3. **Third Offense** – the worker shall stop what they are doing and correct the issue immediately. If the same worker is caught for the third time performing the same or substantially similar violation they should be kicked off the jobsite for at least 3 working days or fined based on the discretion of the superintendent. The superintendent should document this violation along with the corrective action taken on a safety violation form. The subcontractor’s management will need to issue a plan on preventing the violation from occurring again to the superintendent prior to allowing the worker to return to the jobsite.

SAFETY VIOLATION FINE POLICY

The superintendent will determine the reprimand method to be used. Subcontractors can be fined or kicked off the jobsite. If the superintendent decides to issue fines, the following fines should be issued.

<u>Hazard Area</u>	<u>2nd Offense</u>	<u>3rd Offense</u>
Fall Protection	\$250 (per violation)	\$750.00 (per violation)
Guardrails	\$100 (per violation)	\$300.00 (per violation)
Personal Protective Equipment	\$100 (per violation)	\$300.00 (per violation)
Excavation / Trenching	\$100 (per violation)	\$300.00 (per violation)
Electrical Hazard	\$100 (per violation)	\$300.00 (per violation)
Scaffolding	\$100 (per violation)	\$300.00 (per violation)
Tools / Equipment	\$100 (per violation)	\$300.00 (per violation)
Crane / Rigging / Signaling	\$100 (per violation)	\$300.00 (per violation)
Housekeeping	\$100 (per violation)	\$300.00 (per violation)