Pacific States
ENVIRONMENTAL CONTRACTORS, INC.

Site Specific

HEALTH & SAFETY PLAN

PSEC JOB # 611135

Ashland Youth Center Soil Remediation
San Lorenzo, California

Prepared for:

Gallagher & Burk Inc.

Prepared by:
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HEALTH AND SAFETY PLAN ACCEPTANCE

I have reviewed and become familiar with all aspects of this Health and Safety Plan (HASP) for the work related to the Ashland Youth Center Soil Remediation, San Lorenzo, CA. I agree to abide by the contents of this HASP. I also understand that the HASP may be supplemented with other site-specific health and safety documents for which I will be held equally responsible.

Name (Print)	Signature	Company	Date

The backside of this page may be used for additional signatures.

1.0 INTRODUCTION

This Health and Safety Plan (HASP) has been prepared by Pacific States Environmental Contractors, Inc. (PSEC) for work associated with excavation, transportation and disposal of contaminated soil from various properties located in San Lorenzo California.

This document is an extension of the PSEC's Injury and Illness Prevention Plan (IIPP) and Code of Safe Practices, which are attached. The IIPP describes the policies and procedures for general site safety, employee's training program, accident investigation and reporting, and record keeping requirements, as specified under various sections of Title 8, California Code of Regulations (CCR), Chapter 4, Subchapter 4 Construction Safety Orders, and Chapter 7, General Industry Safety Orders.

The purpose of this HASP is to describe the policies and procedures to be employed by PSEC and all its subcontractors to ensure that employees, subcontractors, site visitors and the surrounding community are protected against exposure to chemicals of concern and other health and safety hazards that could occur during the project.

This HASP provides contingencies to minimize personnel exposure to hazards of working with contaminated soils and backfilling using heavy equipment as identified, as well as, other hazards at the site. Everyone working at the site must observe the worker protection program described in the HASP.

2.0 SITE DESCRIPTION AND HISTORY

2.1 Site Location

This project is located at 16335 East 14th Street, San Lorenzo. The project is bounded by a neighboring park and has perimeter fence. The site contains Class II soil and has a potential of Class I soils.

2.2 Site History

The sites were previously used for bulk fuel storage and mixed retail use.

2.3 Previous Environmental Investigations

Site investigations conducted at the sites show elevated levels of:

- TPHd up to 2,700 ppm,
- TPHmo up to 4,900 ppm,
- Lead up to 1,700 ppm,
- PCBs up to 0.22 ppm.

3.0 KEY PERSONNEL AND RESPONSIBILITIES

All personnel working at the project site are responsible for project safety. Project Key Personnel and contact information is provided in Appendix A. The operational and health and safety responsibilities of pertinent PSEC personnel are as follows:

3.1 Project Manager

The Project Manager (PM) is responsible for the overall management of the project. He is the main point of contact for the client/owner and is responsible of the on-time on-budget execution of the project. His responsibilities include ensuring that the project is properly staffed and has the necessary equipment, supplies and subcontractor support. The PM will also audit the project with respect to implementation of the health and safety plan and overall environmental compliance where applicable in the Site Safety Survey, see Appendix B.

3.2 Site Safety Officer

The Site Foreman will be the Site Safety Officer (SSO). He has the responsibility and authority to develop and implement the health and safety plan and verify compliance.

The SSO will be responsible for:

- Enforcing the guidelines, rules and procedures in this document for all site work
- Being familiar with local emergency services and their location
- Ensuring that safety and health meetings are conducted before work start-up and as needed thereafter for specific tasks
- Enforcing that personal protective equipment (PPE) is being routinely maintained and inspected, that monitoring of onsite hazards is on-going, as well as ensuring that the physical condition of site personnel is monitored
- Verifying that the managers and supervisors are trained in workplace safety and are familiar with the safety and health hazards to which employees under their immediate direction or control may be exposed
- Maintaining compliance with applicable federal, state and local regulations, and requirements of this HASP
- Verifying that employees are trained in accordance with this program
- Inspecting the workplace regularly (1 visit per week) in order to better anticipate, recognize, evaluate and control workplace hazards on a continuing basis
- Developing methods for abating workplace hazards and checking that workplace hazards are abated in a timely and effective manner.

3.3 Site Foreman

The Site Forman has the responsibility and authority to provide this plan to all employees, subcontractors, and site visitors. He will also conduct and document daily safety meetings (tailgate). He will also supervise daily activities to ensure all safety requirements are being met.

3.4 Employee Safety Responsibility

Although the employer is responsible for providing a safe and healthful workplace, each employee is responsible for his/her own safety, as well as the safety of those around him/her. The employee shall use all equipment in a safe and responsible manner, and as directed by supervisory personnel.

3.5 Logs, Reports and Record keeping

Record keeping is a crucial component of any effective health and safety program. Site safety records shall therefore be updated daily. The following logs, reports and records shall be maintained on site by the Site Foreman:

- Daily Tailgate safety meetings
- Safety inspection logs
- HASP and JHA signature pages

3.6 Site Safety Meetings

The SSO and Site Foreman will ensure that a tailgate safety meeting is conducted prior to initiation of field activities and

(1) Whenever risks or hazards change
(2) Whenever new personnel arrive
(3) When site operations warrant indoctrination of an amendment to the HASP and on-site training.

Where procedural deficiencies are identified, additional safety meetings will be conducted to address the particular situation. Tailgate meetings will cover but not be limited to the following items:

- Review of the scope of work daily production goals
- Review of the Job Hazard Analysis per task
- Required PPE
- Communication methods
- Site personnel and their specific responsibilities
- Decontamination procedures for equipment and personnel
- Emergency procedures
- SWPPP requirements

4.0 TRAINING

The following sections describe the training requirements for PSEC personnel and its subcontractors who are to work on this project site.

4.1 Hazardous Waste Operations & Emergency Response Standard (HAZWOPER)

In accordance with 29 CFR 1910.120(e)(l) and 8CCR5192, all field operations personnel will have completed a 40-hour basic health and safety training course and refresher training at a minimum of once per 12 calendar months during the waste removal and consolidation effort.

4.2 Management and Supervisory Training

In accordance with 8 CCR 5192(e)(4), individuals who manage or supervise personnel engaged in hazardous waste operations at the site must receive 40 hours of offsite instruction and three days of field experience supervised by a trained supervisor. In addition, management and supervisory personnel shall receive an additional 8 hours of specialized training that addresses the safety and health program, training requirements, personal protective and respiratory equipment program, health hazard monitoring procedures, accident investigation, and emergency response procedures.

5.0 DESCRIPTION OF WORK

PSEC has entered into a contract with Gallagher & Burk Inc. to excavate and remove contaminated soil from various properties located in San Lorenzo California.

5.1 Description of Work Tasks

The major components of proposed work will consist of the following tasks:

- Utility clearance
- Project Plans
- Mobilization
- Traffic Control
- Temporary Erosion Control
- Excavate and stockpile contaminated soil
- Confirmation sampling and analysis of soil samples from excavations by others
- Characterization sampling and testing of stockpiled soil, by others
- Load, haul, and disposal of various soil waste streams
- Demobilization

5.2 Description of Work Zones

- Exclusion Zone (EZ): The EZ is the zone where contamination does or could occur. All trained personnel entering the EZ shall wear the prescribed levels of protection (likely Level D). A personnel entry and exit point shall be established as well as an equipment entry/exit area. The EZ must be clearly delineated.

- Contamination Reduction Zone (CRZ): Personnel exiting the EZ will pass into the CRZ. The purpose of the CRZ is to remove contamination from personnel and equipment to prevent cross contamination. The zone is the buffer between the EZ and the Support

Zone. At the EZ entry/exit location, decontamination equipment, materials, and waste storage will be on-hand. Equipment will also be decontaminated in the CRZ before exiting the zone. The CRZ must be clearly delineated.

- Support Zone (SZ): The SZ is the area outside the zone of contamination. It serves as an entry area for personnel, material, and equipment to the area of work. Further, this is where site services, storage, and bathrooms are located.

6.0 TASK-SPECIFIC SAFETY AND HEALTH RISK ANALYSIS

This section discusses specific safety health related issues employees may be exposed to during the period of time they are working on site.

6.1 Safety Hazards

Site features, conditions, and activities that are potential safety hazards include:

- Contaminated Soil
- Terrain Hazards (uneven surfaces)
- Heavy Equipment
- Truck traffic
- Heat
- Noise
- Electrical hazards

Other safety hazards can be created by the work itself; for example, protective clothing or equipment may impair a worker's agility, hearing, and/or vision, increasing the risk of an accident if worn in inappropriate conditions. A copy of PSEC's Injury and Illness Prevention Program (IIPP), which addresses these items, can be found in Appendix C.

6.1.1 Contaminated Soil

Previous site investigations conducted at the sites show elevated levels of:

- TPHd up to 2,700 ppm,
- TPHmo up to 4,900 ppm,
- Lead up to 1,700 ppm,
- PCBs up to 0.22 ppm.

These are all maximum concentrations found on site and the average concentration is much lower; thus from an occupational perspective none present a significant health hazard to site workers as long as they are advised of the hazards and the precautions to take. With respect to this project, the emphasis in regards to employee protection from chemical hazards is to minimize dust generation and good personal hygiene.

Of these, lead is the most significant site contaminant.

What is lead and its toxicity?

Lead is a naturally occurring bluish-gray metal found in small amounts in the earth's crust. Lead can be found in all parts of our environment. Much of it comes from human activities including burning fossil fuels, mining, and manufacturing.

Lead has many different uses. It is used in the production of batteries, ammunition, metal products (solder and pipes), and devices to shield X-rays. Because of health concerns, lead from paints and ceramic products, caulking, and pipe solder has been dramatically reduced in recent years. The use of lead as an additive to gasoline was banned in 1996 in the United States.

How might you be exposed to lead?

- Eating food or drinking water that contains lead. Water pipes in some older homes may contain lead solder. Lead can leach out into the water.
- Spending time in areas where lead-based paints have been used and are deteriorating. Deteriorating lead paint can contribute to lead dust.
- Working in a job where lead is used or engaging in certain hobbies in which lead is used, such as making stained glass.
- Using health-care products or folk remedies that contain lead.
- Working on remediation site where lead is a contaminant.

How can lead affect your health?

The effects of lead are the same whether it enters the body through breathing or swallowing. Lead can affect almost every organ and system in your body. The main target for lead toxicity is the nervous system, both in adults and children. Long-term exposure of adults can result in decreased performance in some tests that measure functions of the nervous system. It may also cause weakness in fingers, wrists, or ankles. Lead exposure also causes small increases in blood pressure, particularly in middle-aged and older people and can cause anemia. Exposure to high lead levels can severely damage the brain and kidneys in adults or children and ultimately cause death. In pregnant women, high levels of exposure to lead may cause miscarriage. High-level exposure in men can damage the organs responsible for sperm production.

Lead is also considered to be a human carcinogen.

The Cal OSHA permissible exposure limit for lead is $0.05 mg/m^3$ averaged over an 8-hour period. The Cal OSHA action level for lead is $0.03 mg/m^3$ at which point additional monitoring requirements are triggered.

In order to minimize the risk of ingestion and absorption of contaminants, the following safe practices will be utilized:

- Dust Suppression – Water will be sprayed on soil during dust generating activities to prevent contaminants from becoming airborne.

- Stockpile Cover – PSEC will use visqueen to cover contaminated soil stockpiles to prevent contaminants from becoming airborne as needed.
- Safety Glasses – PSEC will utilize safety glasses to help minimize eye contact with contaminants.
- Respirators – Given the concentration of lead in the soil, it is not envisioned that respiratory protection will be required if dust generation can be minimized.

In order to minimize the risk of ingestion and absorption of contaminants, the following will be prohibited in the work zones:

- Eating
- Drinking
- Smoking
- Chewing tobacco
- Chewing gum

All employees will be encouraged to wash their hands and face before eating and prior to leaving the job site.

6.1.2 Excavations

To mitigate the hazard posed by ground instability near open excavation, these procedures will be followed:

- Personnel will not enter any excavation that is greater than 4 feet in depth unless the excavation has been stabilized by shoring or sloping the sidewalls and evaluated for a hazardous atmosphere in accordance with Cal-OSHA standards.
- Personnel will not stand within 2 feet of the perimeter of any excavation extending greater than 4 feet below the ground surface (bgs). Caution tape or flags will be placed at the 2-foot mark, or at a greater distance, to alert personnel of excavation danger.
- Any necessary sloping to increase sidewall stability will be performed in accordance with OSHA 1926.650 652, subpart P, and Cal-OSHA regulations (8 CCR 1529, et seq.).

6.1.4 Heavy Equipment

The use of heavy equipment onsite presents the greatest potential for injury to personnel. To minimize these hazards, designated routes will be established for mobilization around and through the facility; specific traffic patterns will also be established. All trucks will use spotters for backing procedures. All personnel working along roadsides are required to wear approved safety vests.

Personnel needing to approach heavy equipment during operation will observe the following protocols:

1. Make eye contact with the operator
2. Signal the operator to cease heavy equipment activity
3. Approach the equipment and inform the operator of intentions

Only qualified personnel, as determined by the Site Superintendent/Site Superintendent, will operate heavy equipment. Those crew members directly involved with spotting for the operator will be the only personnel allowed with in the operating radius of the heavy equipment. All other personnel will remain a safe distance away from these operations. Vehicles will yield to all bikes, pedestrians, and railroad crossings.

Only equipment that is in safe working order will be used. To maintain this policy, all equipment brought onto the project site will be inspected for structural integrity, smooth operational performance, and proper functioning of all critical safety devices in accordance with the manufacturer's specifications. A qualified equipment operator will perform this inspection. Equipment not conforming to the operational and safety requirements during this inspection will not be put into service until all necessary repairs are made to the satisfaction of the inspection group.

6.1.5 Other Physical Hazards

Physical hazards involve the potential for injury or adverse health from physical agents such as:

- Noise
- Vibration
- Heat
- Explosion & Fire
- Electrical Hazards

  - **Noise** - Working near heavy equipment can expose workers to noise in excess of allowable limits. Personnel who are not required to work near loud equipment should stay as far away as possible to lower the risk of noise-induced hearing loss. Personnel who operate or work adjacent to heavy equipment must wear hearing protection to reduce their exposure to excessive noise.
  - **Vibration** - Control of vibration hazards, such as those generated by the operation of power or air tools/equipment, will be achieved through the compliance with tool/equipment manufacturer's use specifications.
  - **Heat Stress** – It is not anticipated that heat stress will be an issue, but if it becomes unseasonably warm, heat stress may be caused by factors that include combinations of elevated ambient temperatures, relative humidity, radiant heat, and wearing of PPE. The effects of heat stress are heat rash, cramps, exhaustion, and in extreme cases, heat stroke. Field personnel will be trained to recognize heat stress symptoms. Cool water or fluids will be readily available to the employees, who will be encouraged to drink frequently during each break. Use of shade canopies and work scheduled at non-peak temperature periods of the day shall be maximized.

  - **Explosion and Fire** - Explosions and fire at hazardous sites can be caused by situations and/or events, such as:
    - Agitation of shock- or friction sensitive compounds
    - Chemical reactions that produce explosion, fire, or heat
    - Explosion due to ignition of combustible airborne dusts

- Ignition of explosive or flammable chemicals
- Ignition of materials due to oxygen enrichment
- Sudden release of materials under pressure

The potential for fire or explosion exists wherever flammable liquids or vapors are present above LEL concentrations and sufficient oxygen is present to support combustion. This potential fire hazard is addressed below.

Diesel can be combustible and may be ignited by heat, sparks, flame or other sources of ignition (e.g., static electricity, pilot lights, mechanical/electrical equipment). Vapors may travel considerable distances to a source of ignition where they may ignite, flashback or explode. Vapors are heavier than air and may accumulate in low-lying areas.

6.1.6 Electrical Hazards

Due to the nature of this project, PSEC may be working in close proximity to high voltage power lines (<50KV). Per OSHA regulations, all heavy equipment must remain at least 10 feet away from power lines.

7.0 PERSONAL PROTECTIVE EQUIPMENT

Careful selection and use of adequate personal protective equipment (PPE) will lessen the chances of contact with, and minimize worker exposure to, site contaminants. Appropriate PPE will be worn during all field activities.

Level D is the expected necessary level of PPE to be used during much of this project. Level C will be worn if the site SSO determines that it is necessary. At any time, field personnel may request the use of alternate equipment. The SSO may direct, at ay time, an upgrade in PPE level. The table below summarizes the PPE required for use on this site.

PPE Level	Required PPE
D	• Safety Vest • Safety Glasses • Safety-toed shoes/boots • Hard-hat • Ear protection (as needed)
C	All PPE listed above in Level D plus: • Tyvek™ or equivalent (water resistant as needed) • Nitrile gloves • Full-face respirator or half face respirator in combination with HEPA/organic vapor cartridges.

8.0 AIR MONITORING PLAN

Personal air monitoring is not envisioned at this time. The SSO will be diligent in evaluating airborne concentrations of dust and ensure that visible emissions are kept to a minimum.

9.0 EMERGENCY RESPONSE PLAN

9.1 Pre-Emergency Planning

The SSO will perform the applicable pre-emergency planning tasks before commencing field activities and coordinates emergency response with the facility and local emergency services as appropriate.

- Locate nearest telephone to the site should cell phone service not be available and confirm onsite communications
- Confirm and post emergency telephone numbers and route to the hospital
- Post site map marked with location of emergency equipment and supplies
- Inventory and check site emergency equipment and supplies
- Review emergency procedures for personnel injuries, exposure, fire, explosion, chemical, and possible vapor releases with field personnel
- Locate site emergency equipment and supplies of clean water
- Verify local emergency contact, hospital routes, evacuation routes, and assembly points

9.2 Nearest Medical Facility

Name of Facility:	Alameda County Medical Center
Address:	15400 Foothill Blvd San Leandro, CA 94578
Phone:	(510) 437-6457

Map and directions to hospital attached, see Appendix D.

APPENDIX A

PROJECT KEY PERSONNEL CONTACT INFORMATION

Key Project Personnel		
Gallagher & Burk Inc.	Dave Thompson	Cell: (925) 785-8627
PSEC PM	Ameet Patel	Office (925) 361-1428 Cell: (925) 719-3309
PSEC Site Foreman	Shawn Stephenson	Cell: (925) 570-1764
PSEC Safety Director	Jeff Workman	Office (925) 803-4333
PSEC CIH	Dennis Robinson	Office (925) 361-1429 Cell: (925) 596-4935
Alameda County Medical Center	Emergency Room	Office: (510) 437-6451

APPENDIX B

SITE SAFETY SURVEY FORM

TEAM SAFETY
It's a Way of Life

Site Safety Survey ____ Date:_____ Time:_____

Job No.:_____ Job Name:_____

Conducting Inspection:_____

Superintendent:_____ Foreman:_____

Job #:	CHART
Date: Site Safety Survey ____	
PM:	Eng:
Supt.	

√ = OK; U = Unsatisfactory

Comments:

Production Risk Management
- Identification of risks/hazards
- Effective hazard avoidance measures
- Communication of hazards to crew
- Evaluation of crew compliance/awareness
- Project Management Leadership

Documents Required on Vehicle
- Injury & Illness Prevention Program (IIPP)
- Code of Safe Practices
- JHA
- Daily Safety Meeting
- MSDS

Emergency Plan
- Nearest hospital/clinic
- First aid kit & fire extinguisher near work
- Designated assembly area

PPE
- In use per policy?

Safe Access to Work Areas
- Housekeeping
- Stairways & Ladders
- Handrails/Guardrails
- Fall protection / Fall arrest
- Rebar protection
- Walkways/Travelways clear of debris
- Overhead hazards marked
- Structures marked/staked/protected
- Blocking against hazardous motion
- No open holes (in grade or floor)

Sanitation
- 1 toilet per 20 persons
- 1 handwash per 20 persons, with supplies
- Garbage containers

Security
- GPS equipment kept in safe
- Conex boxes locked
- Trailer hitch locks
- Storage areas protected

Public Protection
- Dust control / sweepers
- Public access safe or access blocked
- Sidewalk closed signs/detours

SWPPP
- Silt fence / walls / other
- Waterways protected from project runoff
- DI protection

Heat Illness Prevention
- Water available
- Employees trained
- Shade

Mobile Equipment *List #'s inspected*
- Daily Inspection
- Backup alarm / Horn
- Lights
- Seatbelts
- Brakes
- Speed
- Windows/Mirrors clean
- Steps/footrests/handholds
- Condition of seat

Excavations
- OSHA notification if 6' or deeper
- Competent person inspected
- Ladders if deeper than 4'
- Public protection
- Spoils back two feet
- Fall protection if deeper than 6'
- Cave-in protection if deeper than 5'
- Shoring/Engineered design docs available
- Any vertcals > 4' protected or barricaded
- Quarry highwalls (scaling, protection)

Traffic Control (Day)
- Set per plan (indicate standard or project)
- Condition of devices
- Sign placement/spacing
- Inspection/maintenance

Traffic Control (Night – in addition to above)
- Cones have 2 retroreflective bands
- Glare from worklights minimized
- Reflective pants
- Spotter
- Air horns
- Dumpman has headlight & flashlight
- Commute safety

Electrical
- Generators grounded
- GFCI
- Condition of wiring
- Continuity testing/grounding plan
- Junction boxes accessible, no holes
- Circuit breakers labeled
- Welding leads protected
- Lockout/Tagout

Hand Tools
- Whip checks & cotter pins
- Gas cylinders upright, secure, flashback
- Tool/Extension cord condition
- Guards (grinders, chopsaw)
- Tool rests 1/8" from grinding wheel
- Proper tool for job / condition of tool
- Powder-actuated tool safety requirements

Flagging
- Certified flagger, competent
- Hardhat
- Placement of flagger station
- Paddle condition

Haul Roads
- Berms
- Condition of roadway
- Reflectors
- Signage
- Runaway vehicle ramp?

Quarry equipment
- Head/tail pulley guards
- Return roller guards
- Rotating shaft guards
- Fly Wheel, trunnion, tensioner, chain guards
- Drive belt guards/belt brakes

Utilities
- USA ticket active
- All utility owners respond to ticket
- Potholing
- Open potholes protected

Hazardous Materials
- "No smoking" posted near flammables
- Eyewash avail. if using corrosives/other
- Spill kit
- Containers labeled
- Storage area free of spills/leaks
- 40/8 hr. Hazwoper training
- HASP requirements followed (monitoring, PPE)
- Work site delineated (hot, support, decon)
- Site access controlled
- Decon procedures in use
- Secondary containment clean & dry
- Waste disposed of in 180 days

Cranes/Lifts/Rigging
- Certification if 26'boom or 15,000 lbs.
- Forklift certification
- Inspection / condition of rigging
- Rigging W.L.L. appropriate for lift
- Non-metallic tag line
- Annual inspection docs available (crane)

Confined Space Entry
- Permit completed
- Method of retrieval
- Air monitoring
- Training
- Entrant/Attendant
- Rescue plan
- Ventilation

Revised 6.27.08

FORM SAF03-04

APPENDIX C

PSEC INJURY ILLNESS PREVENTION PLAN

CODE OF SAFE PRACTICES

Pacific States Environmental Contractors

Injury and Illness Prevention Program (IIPP) & Code of Safe Work Practices

Pacific States Environmental Contractors
Injury and Illness Prevention Program

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Pacific States Environmental Contractors
Injury and Illness Prevention Program

I. INTRODUCTION AND PURPOSE

It is the policy of the Pacific States to maintain a safe and healthful work environment for each employee, and to comply with all applicable occupational health and safety regulations. This Injury and Illness Prevention Program (IIPP) is intended to establish a framework for identifying and correcting workplace hazards within our Company, while addressing legal requirements for a formal, written IIPP.

II. RESPONSIBILITIES

President
Robert McCarrick, President, has primary authority and responsibility to ensure company-wide implementation of the IIPP and to ensure the health and safety of all employees. This is accomplished by communicating Pacific States' emphasis on health and safety, empowering supervisors to analyze work procedures for hazard identification and correction, ensuring regular project site safety surveys, promoting regular health and safety training, and encouraging prompt employee reporting of health and safety concerns without fear of reprisal.

Safety Department
The Safety Department has the ongoing responsibility to maintain and update this IIPP, to assess project compliance with applicable regulations and company policies, to evaluate reports of unsafe conditions, and to coordinate any necessary corrective actions.

Unsafe conditions that cannot be immediately corrected by an employee or his/her supervisor shall be immediately reported to the Safety Department by calling (925) 361-1575. Follow-up documentation may consist of filling out an "Unsafe Condition Notice" (Form SAF03-05).

Timely correction of workplace hazards will be tracked by the Safety Department which will receive and review reports of unsafe conditions, site safety surveys, property damage/loss and injury reports. Specifically, the Safety Department will:

- Conduct periodic unannounced sites safety surveys to monitor safety program compliance
- Arrange for and/or conduct periodic environmental, health, and safety training for employees and supervisors
- Review the results of periodic, site safety surveys to identify any needed safety procedures or programs and to track specific corrective actions
- Review supervisors' investigations of incidents and injuries to ensure that all causes have been identified and corrected
- Where appropriate, submit suggestions to management for the prevention of future incidents
- Review alleged hazardous conditions brought to the attention by employees, determine necessary corrective actions, and assign responsible parties and correction deadlines
- When determined necessary, the Safety Department will conduct its own investigation of incidents and/or alleged hazards to assist in establishing corrective actions

Corporate Safety Director
Jeff Workman, Corporate Safety Director is responsibility for:

- Ensuring that senior management is aware of all incidents which have occurred, and all hazards which have been observed
- Working with project management to address safety concerns
- Assisting in the coordination of required health and safety training
- Serving as liaison with insurance company, federal, and state regulatory agency representatives
- Maintaining company environmental, health & safety related records
- Supervise company safety professionals & administrative staff

Supervisors
Supervisors play a key role in the implementation of the Company's IIPP. (For the purpose of this IIPP, the term "supervisor" includes any employee who oversees the work of others.) Supervisors may be Construction/Area Management, Project Management, Department Heads, Superintendents, Foremen, or others. They are responsible for:

- Communicating to their employees the Company's emphasis on health and safety
- Ensuring periodic, documented site safety surveys of projects, offices, and shops, under their authority
- Promptly correcting identified hazards
- Modeling and enforcing safe and healthful work practices
- Providing appropriate safety training and personal protective equipment
- Implementing measures to eliminate or control workplace hazards
- Stopping any employee's work that poses an imminent hazard to either the employee or any other individuals
- Encouraging employees to report health and safety issues to the Safety Department without fear of reprisal

All Employees
It is the responsibility of all employees to comply with all applicable health and safety regulations, Company policies, and established work practices. This includes but is not limited to:

- Observing health and safety-related signs, posters, warning signals and directions
- Reviewing the building/project emergency plan and assembly area
- Learning about the potential hazards of assigned tasks and work areas
- Taking part in appropriate health and safety training
- Following all safe operating procedures, precautions, and "Team Safety Solutions"
- Using proper personal protective equipment
- Warning coworkers about defective equipment and other hazards
- Reporting unsafe conditions immediately to a supervisor, and stopping work if an imminent hazard is presented
- Participating in project site safety surveys

III. IDENTIFYING WORKPLACE HAZARDS

Regular, periodic site safety surveys must be conducted throughout the company. The surveys shall be noted on "Site Safety Survey" (Form SAF03-04) or other documentation, and copies of this documentation must be sent to the Safety Department.

Generally, supervisors are responsible for identification and correction of hazards that their employees face and should ensure that work areas they exercise control over are inspected at least weekly. Supervisors should check for safe work practices with each visit to the workplace and should provide immediate verbal feedback where hazards are observed.

The "Unsafe Condition Notice" (Form SAF03-05) should be filled out when a referral is made to the Safety Department as a result of a condition discovered during an inspection for which the responsible supervisor could not determine an immediate remedy and the condition does not pose an immediate danger to employees. The "Unsafe Condition Notice" form can be filled out and turned in to the Safety Department anonymously.

IV. COMMUNICATING WORKPLACE HAZARDS

Supervisors are responsible for communicating with all workers about safety and health issues in a form readily understandable by all workers. All field personnel are encouraged to communicate safety concerns to their supervisor without fear of reprisal.

The Safety Department is another resource for communication regarding health and safety issues for department employees. Each employee frequently receives safety related communications. Additionally, other safety-related items are posted on project bulletin boards. Employees will also be informed about safety matters by e-mail, voice mail, distribution of written memoranda, team safety solutions or by articles in the internal company newsletter. Annually, the Safety Department sponsors a safety seminar in which speakers communicate with employees regarding health and safety matters.

Supervisors are responsible for ensuring that employees are supplied access to hazard information pertinent to their work assignments. Information concerning the health and safety hazards of tasks performed by workers is available from a number of sources. These sources include, but are not limited to, Material Safety Data Sheets (MSDSs, see below), equipment operating manuals, the Safety Professionals, Safety Department, Tagus Intranet, container labels and work area postings.

Material Safety Data Sheets
Material Safety Data Sheets (MSDSs) provide information on the potential hazards of products or chemicals. Hard copies of MSDSs for the chemicals used within the company are available in area offices and project trailers. If an MSDS is found to be missing, a new one can be obtained by faxing a written request to the manufacturer. A copy of this request should be kept until the MSDS arrives.

MSDSs are also available over the Internet from a variety of sources. Most of the time they can be readily found on the manufacturer's web page under "MSDS." For further information, contact the Safety Department.

Equipment Operating Manuals
All equipment is to be operated in accordance with the manufacturer's instructions, as specified in the equipment's operating manual. Copies of operating manuals shall be kept with each piece of equipment. Operators must possess necessary skills, experience, and training prior to operating equipment and be familiar with its potential hazards. Training may consist of hands-on instruction from an experienced operator or supervisor.

V. CORRECTING WORKPLACE HAZARDS

Hazards discovered either as a result of a scheduled periodic survey or during normal operations must be corrected by the supervisor in control of the work area, or by cooperation between the company in control of the work area and the supervisor of the employees working in that area. Supervisors of affected employees are expected to correct unsafe conditions as quickly as possible after discovery of a hazard, based on the severity of the hazard.

Specific procedures that can be used to correct hazards include but are not limited to the following:

- Tagging unsafe equipment "Do Not Use Until Repaired," and providing a list of alternatives for employees to use until the item is repaired
- Stopping unsafe work practices and providing retraining on proper procedures before work resumes. Employees violating company safety policies should be disciplined by their supervisor
- Reinforcing and explaining the need for proper personal protective equipment and ensuring its availability
- Barricading areas that have chemical spills or other hazards and reporting the hazardous conditions to a supervisor

Supervisors should use the "Employee Reprimand" (Form SAF03-06) to document disciplinary action, corrective actions, including projected and actual completion dates. If necessary, supervisors can seek assistance in developing appropriate corrective actions by contacting the Safety Department.

If an imminent hazard exists, work in the area should cease, and the appropriate supervisor must be contacted immediately. If the hazard cannot be immediately corrected without endangering employees or property, all personnel need to be removed from the area except those qualified and necessary to correct the condition. These qualified individuals will be equipped with necessary safeguards before addressing the situation.

VI. INCIDENT INVESTIGATION

Injury Reporting
Employees who are injured at work must report the injury immediately to their supervisor. If immediate medical treatment beyond first aid is needed, call 911. The injured party will be taken to the appropriate hospital or medical center. If non-emergency medical treatment for work-related injuries or illnesses is needed, consult "Personnel & Reference Guide" for a listing of area clinics or contact the Safety Department.

The supervisor of the injured employee must ensure all required investigation and incident reporting forms are completed properly and submitted to the Safety Department.

If the injured employee saw a physician, the supervisor should obtain a medical release form before allowing the employee to return to work. The health care provider may stipulate work tasks that must be avoided or work conditions that must be altered before the employee resumes his or her full duties. It is our company policy to accommodate all reasonable work restrictions and keep employees working.

Injury Investigation
The employee's supervisor is responsible for performing an investigation to determine and correct the cause(s) of the incident. Specific procedures that can be used to investigate workplace accidents and hazardous substance exposures include:

- Interviewing injured personnel and witnesses
- Examining the injured employee's workstation for causative factors
- Reviewing established procedures to ensure they are adequate and were followed
- Reviewing training records of affected employees
- Determining all contributing causes to the accident
- Taking corrective actions to prevent the accident/exposure from reoccurring
- Recording all findings and actions taken

The supervisor's findings and corrective actions should be documented and presented to the Safety Department using the "Supervisor Injury Investigation Report" (Form SAF04-01). If the supervisor is unable to determine the root cause(s) and appropriate corrective actions, assistance should be sought from the Safety Department.

Property Damage/Loss Investigation
Supervisor's must perform an investigation to determine the root cause(s) for all incidents of property damage/losses or vandalism/theft to company equipment, materials, or assets and what corrective and/or preventative measures are necessary to prevent recurrence of the incident. Investigation shall be conducted on "Property Loss/Damage Report" (Form SAF03-02) and turned into the Safety Department as soon as possible after the incident.

The Safety Department will review each incident or injury report to ensure that the investigation was thorough and that all corrective actions are completed. Investigations and/or corrective actions that are found to be incomplete will be routed back to the supervisor for further follow-up, with specific recommendations noted. Corrective actions that are not implemented in a reasonable period of time will be brought to the attention of the Safety Director.

VII. EMPLOYEE HEALTH AND SAFETY TRAINING

Employee safety training is provided at no cost to the employee and is typically conducted during the employee's normal working hours. Safety training may be presented by a knowledgeable supervisor, safety department personnel, or by outside agencies. Regardless of the instructor, all safety training must be documented using the "Safety Training Attendance" (Form SAF03-08) or an equivalent record that includes all the information required.

New-Hire Safety Orientation Training
All employees go through a comprehensive safety orientation training session when hired. This training consists of the following topics:

- A thorough explanation of our Injury & Illness Prevention Program
- An overview of our company safety rules & regulations
- "Code of Safe Work Practices" and our Company IIPP is given to employees
- Drug & Alcohol Abuse Prevention Policy & consent form
- Equipment operator qualifications self evaluation
- EEO/ADA regulations
- Employee Safety Responsibilities, Rights, & Enforcement
- Hazard Communication (MSDS)
- Team Safety Solutions

Training on Specific Hazards
Supervisors are required to be trained on the hazards to which the employees under their immediate control may be exposed. This training aids a supervisor in understanding and enforcing proper protective measures.

All supervisors must ensure that the personnel they supervise receive appropriate training on the specific hazards of work they perform, and the proper precautions for protection against those hazards. Training is particularly important for new employees and whenever a new hazard is introduced into the workplace. Such hazards may include new equipment, hazardous materials, or procedures. Health and Safety training is also required when employees are given new job assignments on which they have not previously been trained and whenever a supervisor is made aware of a new or previously unrecognized hazard.

Specific topics which may be appropriate to field personnel include but are not limited to the following:

- OSHA construction regulations (excavation & trenching, confined space, etc.)
- Obtaining emergency medical assistance and first aid
- Disaster preparedness and response, including building evacuation procedures
- Health and safety for computer users
- Back care, body mechanics, and proper lifting techniques
- Hazard communication, including training on MSDSs, chemical hazards and container labeling
- Proper housekeeping
- Chemical spill reporting procedures

Safety Videos
A list of workplace safety videos that are available for borrowing can be obtained by contacting the Safety Department. Videos are available on a wide range of topics, including hazard communication, chemical safety, and various physical hazards. Videos may be used to supplement, not replace, face-to-face safety instruction, so that trainees have an opportunity to ask questions of a knowledgeable instructor.

VIII. ENSURING COMPLIANCE

All employees have the responsibility for complying with safe and healthful work practices, including applicable regulations, company policy, and client/owner safety procedures. Overall performance in maintenance of a safe and healthful work environment should be recognized by the supervisor and noted in performance evaluations. Employees will not be discriminated

against for work-related injuries, and injuries will not be included in performance evaluations, unless the injuries were a result of an unsafe act on the part of the employee.

Standard progressive disciplinary measures are taken when employees fail to comply with safety policies. The standard progression is as follows:

- First offense: Verbal warning
- Second offense: Written warning
- Third offense: Written warning with three-day suspension from work
- Fourth offense: Termination of employment.

When appropriate, discipline is administered following an incident/injury investigation as outlined in this IIPP. The severity of the discipline will be at the sole discretion of the company, may deviate from the standard progression outlined above, and may be based on an evaluation of the following points (not an exclusive list):

- Severity/potential severity of incident/injury
- Degree of failure to follow safety policy
- Employee's history and prior discipline
- Adequacy of safety management

IX. RECORD KEEPING

Documents related to the IIPP are maintained in the Safety Department. These records include:

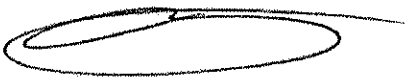
- Records of scheduled and periodic workplace safety surveys, including the persons conducting the inspection, any identified unsafe conditions or work practices, and corrective actions
- Employee safety training records, including the names of all attendees and instructors, the training date, and material covered

Other documents related to the IIPP that should be kept on file include:

- Reports of Unsafe Conditions or Hazards
- Safety Meeting Documentation
- Documentation of Disciplinary Action
- Incident, Injury or Illness Investigation Reports

Records are maintained for a minimum of five years.

Pacific States Environmental Contractors

By: 

Robert McCarrick
President

Dated: 2/12/08

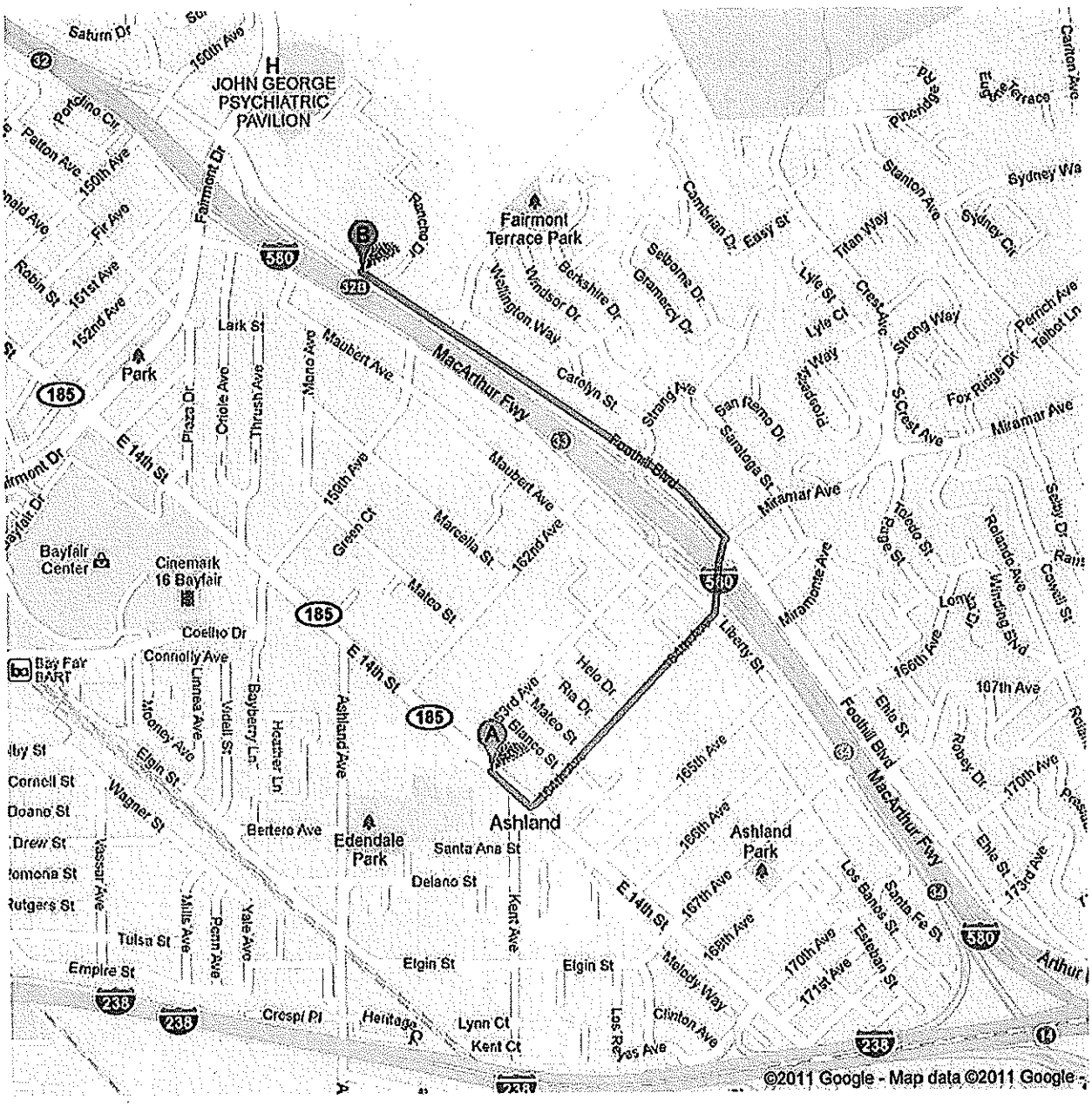
APPENDIX D

HOSPITAL MAP AND DIRECTIONS

Google

Directions to 15400 Foothill Blvd, San Leandro, CA 94578
1.3 mi – about 5 mins

Save trees. Go green!
Download Google Maps on your phone at **google.com/gmm**



A 16335 E 14th St, San Lorenzo, CA 94580

1.	Head **southeast** on **E 14th St** toward **Kent Ave**	go 427 ft total 427 ft
2.	Take the 1st left onto **164th Ave** About 3 mins	go 0.5 mi total 0.6 mi
3.	Turn left onto **Foothill Blvd** Destination will be on the right About 3 mins	go 0.7 mi total 1.3 mi

B 15400 Foothill Blvd, San Leandro, CA 94578

These directions are for planning purposes only. You may find that construction projects, traffic, weather, or other events may cause conditions to differ from the map results, and you should plan your route accordingly. You must obey all signs or notices regarding your route.

Map data ©2011 Google

Directions weren't right? Please find your route on maps.google.com and click "Report a problem" at the bottom left.

APPENDIX E

PSEC DAILY SAFETY MEETING FORM

TEAM SAFETY
It's a Way of Life

DAILY SAFETY MEETING AND HAZARD ANALYSIS

Review previous day and note any new hazards. Update this Hazard Analysis as job conditions/scope of work change throughout the day.

Job #:	Job Name:
Date:	Time:
Prepared by:	

PRODUCTION GOALS TODAY:

HAZARDS	RECOMMENDED SAFETY PRACTICES/PPE REQUIRED

Our company requires that employees immediately report all work-related injuries to their supervisor(s) this form is verification that no such injury has occurred. Your signature on this form indicates that: 1.) You have attended and understand the content of this mandatory training meeting. 2.) You have not suffered a work-related injury that has not yet been reported. 3.) You have been afforded all required meal & rest breaks during the workday. If not, please report this to your supervisor now. Failure to report a work-related injury may delay or even prevent you from receiving your legally entitled workers' compensation benefits. If you need medical treatment, even after regular hours, you are required to see a company designated medical provider, unless you have previously filed a written notice that you have chosen your own provider.

NAME *(print)*	SIGNATURE	NAME *(print)*	SIGNATURE

Foremen/Supt.'s – Please conduct this safety meeting and hazard analysis EVERYDAY first thing in the morning with your crew and do a "site safety survey" at least weekly.
Return all completed forms to the Safety Department. Safety Dept FAX 925.803.4255

APPENDIX F

VISITOR SIGN IN FORM

Pacific States
ENVIRONMENTAL CONTRACTORS, INC.

VISITOR SIGN IN FORM

Date	Time	Name	Company	Proof of HAZWOPER