

Cardinal Rules of Safety

Violation of the below listed Cardinal Rules of Safety will result in disciplinary action that, at a minimum, shall consist of a three (3) day suspension without pay, or, in management's discretion, such other more stringent action as may be appropriate under the circumstances, up to and including termination of employment.



Fall Protection: Fall protection must be used where required and the user must be properly tied off in all applicable situations.



Lockout: The Energy Lockout Plan must be followed.



Trenching: Applicable regulations must be followed and a Competent Person must oversee all trenching activity.



Falsifying Records: The Failure to properly document any required State and Federal Regulation safety record which could result in serious injury or death such as equipment inspections, work area inspection, etc.



Horseplay: This would include any activity such as practical jokes, wrestling, fighting, or other physical or violent acts. Any verbal threat or physically threatening act will be considered the same as if it were carried out.



Unsafe Work Platform: Working out of a loader bucket, using a ladder improperly, or use of any platform not designed as such are not allowed.



Seat Belts: Wearing seat belts while operating or as passengers in all Company vehicles and equipment, where required, is mandatory. Employees will also require non-employees to wear seat belts while in Company vehicles or applicable equipment.



Substance Abuse Policy: Disciplinary actions for violations of the Substance Abuse Policy are covered within the Policy.

The above list of Cardinal Rules is not intended to be exhaustive of the events or circumstances that may result in discipline, whether termination of employment or any other disciplinary action.