



PARTNERSHIP AGREEMENT

BETWEEN

United States Department of Labor
Occupational Safety and Health Administration (OSHA)
Parsippany Area Office, Avenel Area Office and Marlton Area Office

AND

IEW Construction Group

I. PARTNERS

The partners to this agreement are:

- U.S. Department of Labor, Occupational Safety and Health Administration (OSHA) Parsippany Area Office, Avenel Area Office and the Marlton Area Office
- IEW Construction Group

II. PURPOSE AND SCOPE

IEW Construction Group and the United States Department of Labor, Occupational Safety and Health Administration, (OSHA) mutually recognize the importance of ensuring a safe and healthful work environment in the construction industry in the State of New Jersey.

To advance this mutual goal, the Partnership between IEW and OSHA has been established to formalize a cooperative effort between these entities, committed to encouraging companies to improve their safety and health performance voluntarily, providing methods to assist them in their efforts and recognizing companies with exemplary safety and health programs.

Details of the Project:

This project is a contract with the New Jersey Department of Transportation for structural steel and aluminum repair on several sections of highways and roadways in New Jersey. *“NJ DEPARTMENT OF TRANSPORTATION- Maintenance Structural Steel and Aluminum Repair Contract, Region Central - 2023, Various Locations, Hunterdon, Mercer, Middlesex, Monmouth, Ocean, Somerset and Warren (South of Route 57) Counties; PE No: 2622612, CE No: 2622842, DP No: 23423.”* The work primarily includes interim and emergent structural repairs to existing highway road and bridge infrastructure. Employees engaged in this project may be exposed to potential hazards including:

1. Working at heights requiring fall protection
2. Silica Exposure through concrete repairs-Respiratory Protection
3. Lead Exposure through structural steel repairs
4. Use of scaffolding for work access
5. Use of aerial lifts (MEWPs) for work access
6. Highway maintenance & protection of traffic and work zone safety.
7. Potential other site-specific exposures based on emergency work and repairs.

III. GOALS/STRATEGIES & PERFORMANCE MEASURES

GOALS	STRATEGIES	MEASURES
1. Improve the overall safety and health management system and re-enforce safety as a core value.	a. Establish an employee driven safety committee b. Establish a schedule of monthly safety leadership meetings that are conducted by management and employees at the worksites.	i. Hold monthly safety committee meeting comprised of field employees. ii. Conduct monthly safety visits and toolbox talks with senior leadership at the worksites. - Develop specific training topics for management and senior leadership to discuss with employees on a rotating basis each month. iii. At the completion of the project evaluate the opportunities for additional cooperative programs and application to VPP Mobile Workforce.

GOALS	STRATEGIES	MEASURES
2. Reduce work related injuries and illnesses and provide a safe work environment for all employees at the Project.	a. Review previous injury and illness data to determine any trends. b. Continue to raise awareness on OSHA's Focus Four Hazards. c. Raise awareness of health hazards (such as Lead, noise and silica) which may be present in construction. d. Implement and re-enforce a "Stretch and Flex" ergonomic program to assist employees in remaining fit for duty.	i. Review OSHA 300 injury and illness data. ii. Review IEW incident/accident monthly tracking log. iii. After each significant incident that occurs, an incident review is scheduled to get all members of the crew to discuss what occurred. The purpose of the meeting is to find out the contributing factors/root causes and discuss what corrective actions need to be established. iv. IEW & OSHA will compare the Project to the U.S. Bureau of Labor Statistics (BLS) national trends and use these rates as a tool for continual health and safety program development. v. IEW & OSHA will maintain a log of all training topics related to the relevant hazards.
3. Raise awareness and promote work zone safety for employees in essential infrastructure projects.	a. Develop outreach materials in conjunction with other industry partners to raise work zone safety awareness. b. Develop and promote best practices and tool box talks which can be shared with other industry partners.	i. IEW and OSHA will develop and promote best practices to improve work zone safety. IEW and OSHA will agree to share best practices at industry conferences and through outreach events and social media.

The goals, strategies, and performance measures above will be implemented to meet the following objectives of this Partnership:

- a. Improve the safety and health management system and re-enforce safety as a core

value for both workers and management. At the conclusion of the partnership IEW will explore applying for OSHA's Voluntary Protection Program (VPP)- Mobile Workforce.

- b. Raise awareness of identified hazards such as the OSHA Focus Four, ergonomic hazards for construction workers, and any potential health hazards that are present in highway and bridge construction.
- c. Reduce the TCIR and DART rate to 10% below the current national average for NAICS Code 2373 (Highway, street, and bridge construction) based upon the BLS data available for the most current year. The 2021 BLS TCIR and DART rates for NAICS 237 are 2.7 and 1.6, respectively.
- d. Reinforce awareness of work zone safety hazards for vital infrastructure projects in order to safely build a better America.

IV. ANNUAL EVALUATION

The partners will prepare a joint annual evaluation of the Partnership. The evaluation will review the success of the Partnership, lessons learned, and changes that will be made to meet the goals of the Partnership. The annual performance evaluation report format from Appendix C of the OSHA Strategic Partnership Program for Worker Safety and Health (OSPP), Directive CSP 03-02-003, will be used. Performance measures listed in the goals and objectives section of this agreement will be collected and analyzed to determine the Partnership's progress toward meeting its goals.

V. OSP INCENTIVES

The following are benefits for IEW and its subcontractors when and only when they are working at the Project:

- a. Outreach, information, training and technical assistance by OSHA Region 2 and their representatives.
- b. Special recognition, which may include but is not limited to, press releases issued by OSHA and recognition on OSHA's web page designating IEW as a participant in the OSHA Strategic Partnership Program.

VI. VERIFICATION PROCEDURES

In accordance with OSHA's Clarification of Verification Exemption Policy for OSHA Strategic Partnership Program Construction Participants dated June 1, 2006, IEW and all construction subcontractors will receive annual verification inspections. The onsite enforcement verification inspections are conducted to determine participants' compliance

with terms of this agreement. The first inspection will be conducted within a reasonable time frame at OSHA's discretion. Citations and penalties may be issued, when appropriate, as a result of these inspections. During this period IEW shall develop and implement the safety and health management systems required under this agreement.

VII. OSP MANAGEMENT AND OPERATION

A Partnership Management Team (PMT) with members IEW and OSHA will oversee and coordinate this Partnership. The team will determine Partnership procedures, which will include measures to be used and data to be collected, hold conference calls, and meet monthly to evaluate the effectiveness of the Partnership. IEW and OSHA are responsible for collecting baseline and annual performance data upon which the OSPP will be measured. IEW's aggregate injury and illness incidence rates (total case rates) and fatality rates will be compared with the most current BLS published data to determine whether goals have been met.

IEW's Role:

Project-Specific OSHA Safety and Health Program Management Guidelines – IEW will develop a project-specific safety and health plan to be used as a benchmark for contractor programs to meet or exceed. This plan shall incorporate the following minimum elements:

Management Leadership and Employee Involvement

IEW shall assign a qualified safety and health representative to administer its safety and health program.

Encourage worker participation by establishing a safety and health committee of non-management level employees from different trades and backgrounds to share information about workplace hazards, safety, and health best practices, and assist in the development and implementation of safety and health resources and programs.

Hazard Identification and Assessment

Weekly worksite audits of areas where employees are working will be conducted.

Job Hazard Analysis – IEW shall conduct a comprehensive assessment of Project work and require its subcontractors to develop job hazard analyses (JHAs) to eliminate or reduce hazards to which their employees are potentially exposed.

Hazard Prevention and Control

Training on respective fall protection equipment

Mandatory use of Ground Fault Circuit Interrupters (GFCI) throughout the Project.

All cranes, hoists, and personnel lifts (scissor/aerial) will be inspected prior to use.

All cranes will have a current annual inspection conducted by a third party.

Use of appropriate PPE, including the use of ANSI- approved safety glasses at all times, when using power tools.

Training and Education

Conduct site-specific safety and health training, and maintain a log with all training topics.

Participation in OSHA's Safe & Sound Campaign

Participation in OSHA's Fall Stand Down

IEW will share any developed best practices at industry conferences and through outreach events and social media.

OSHA's Role:

- a. Provide initial and continued review and evaluation of compliance with the Partnership Agreement.
- b. Provide initial review of the Project Safety and Health Plan.
- c. Make recommendations where deficiencies or opportunities for improvement exist.
- d. Provide feedback on incident trends and patterns as needed.
- e. Assist IEW with ensuring that effective training is available and delivered, as needed.
- f. Participate in training as resources permit.
- g. Periodically attend site safety and health meetings.
- h. Provide initial site surveys and perform environmental monitoring when appropriate.
- i. Provide clarification of OSHA standards for IEW and their subcontractors.
- j. Provide input on compliance strategies.

VIII. EMPLOYEE AND EMPLOYER RIGHTS AND RESPONSIBILITIES

This Partnership does not preclude employees and/or employers from exercising any right provided under the OSH Act (or, for federal employees, 29 CFR 1960), nor does it abrogate any responsibility to comply with the Act.

IX. TERMS OF OSP

This agreement will terminate at the conclusion of the work being performed at the Project. However, if OSHA or IEW wishes to withdraw their participation prior to the established expiration dates, the Partnership will be considered null and void upon receipt of a written notice of the intent to withdraw.

X. SIGNATORIES

Signed this 4th day of May, 2023

Darrell D. Harms
Chief Operating Officer, IEW

Chad O'Connor
Corporate Safety Director, IEW

Joseph Czapik
Area Director
Parsippany Area Office

Paula Dixon-Roderick
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