EVERSOURCE	SMS-POL-005 Revision 3	
SMS Policy	Contractor Safety	
Effective Date **04/01/2024**	**Subject Matter Expert:** Thomas LeBlond	**Applicability:** Eversource

Approvals:

Approval Signature: 

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Executive Summary

Eversource, as a Host Employer, requires its Contractors to provide safe and healthful workplaces for their respective work forces. This protects the employees, general public, and the environment from hazards that work activities might create.

The Contractor Safety Policy governs the safety and health aspects of the way that Contractors, subcontractors, and agents perform work at Eversource's site, and conveys Eversource's minimum expectations regarding safety and health practices. This Contractor Safety Policy may exceed the requirements of Federal, State and local regulatory agencies.

The Contractor Safety Policy is in addition to any safety and health procedures, policies, guidance, or work instructions of each Contractor. Failure to comply with any portion of the Contractor Safety Policy may be a breach of contract and just cause for placement in a probationary program and/or expulsion from Eversource's site and/or termination of the contract.

Contractors working for Eversource shall maintain and execute safety programs to protect both Eversource and Contractor personnel from workplace injury and illness, and to prevent losses associated with safety incidents.

To assist Contractors in implementing effective safety programs, Eversource includes its Contractor Safety Policy, as appropriate, into all contracts, monitors each Contractor's safety performance, and exercises contractual remedies where the Contractor Safety Policy is not being satisfied.

Eversource strives for continuous process improvement. To that end, Eversource Representatives, Eversource Safety, and members of each Contractor's safety team, monitor and measure the implementation of the Contractor Safety Policy and, as necessary, develop corrective actions to ensure that worksite health and safety is continuously improving.

1. PURPOSE

This document provides the requirements and implementation instructions for the Eversource Contractor Safety Policy. This document is used in conjunction with the administration, and oversight of the contracts with Contractors to maximize their safety responsibility by ensuring the following:

- Making safety an integral part of the pre-bid selection process.
- Incorporating applicable safety requirements into each contract as a performance obligation of the Contractor.
- Requiring strict adherence to the safety specifications of each contract.
- The ability to exercise contractual options based on scope.

2. APPLICABILITY

This document applies to all Contractors who perform work on Eversource's systems and/or premises.

3. DEFINITIONS

See Attachment 1.

4. REFERENCES

- American Gas Association (AGA) www.aga.org
- ANSI American National Standards Institute www.ansi.org
- ASTM American Society for Testing and Materials www.astm.org
- Call Before You Dig (CT) http://www.cbyd.com/
- Dig Safe (MA and NH) www.digsafe.com
- Edison Electric Institute (EEI) Home | (eei.org)
- Federal Motor Carrier Safety Administration Regulations www.fmsca.dot.gov/regulations
- National Electric Safety Code https://standards.ieee.org/products-programs/nesc/
- Northeast Gas Association (NGA) https://www.northeastgas.org/
- Safety Classification & Learning (SCL) model
- United States Department of Labor – Occupational Safety and Health Administration www.osha.gov
- US Department of Transportation's Manual on Uniform Traffic Control Devices (MUTCD) mutcd.fhwa.dot.gov/index.htm

5. DISCUSSION

5.1 Overview of Contractor Safety at Eversource

Safety performance is a prime consideration in the selection of Contractors. Eversource stipulates safety performance requirements and responsibilities in each contract and Purchase Order (PO) and holds the Contractor accountable for meeting its contractual requirements.

The goal is to assure safe and reliable service to our customers. The intent is to share the same safety values and demonstrate those values during all aspects of work.

The information contained within this document conveys Eversource's minimum requirements regarding safety and health practices which may exceed the requirements of federal, state, and local regulatory agencies.

Failure to comply with any portion of this document may be a breach of contract and just cause for placement in a probationary program and/or expulsion from Eversource and/or termination of the contract.

All Contractors are required to comply with the requirements of the Occupational Safety and Health Administration (OSHA), and all other applicable federal, state, local laws, ordinances, regulations, and other project and site-specific permits.

Planned work activities which may affect Eversource personnel, or disrupt their work, shall be coordinated with an Eversource Representative and communicated to such personnel far enough in advance to allow for coordination, accommodations, or resolution of conflicts.

CONTRACTOR SAFETY REQUIREMENTS

The following govern all aspects of safety to which Contractors, their subcontractors, and their agents shall conform while performing work for Eversource. These are Eversource's minimum expectations regarding safety practices and may exceed the requirements of regulatory agencies.

If any requirement within this document goes above and beyond the minimum requirements set forth by OSHA or another regulatory standard, Contractors shall work to achieve compliance with the more protective requirement.

6. CONTRACTOR CLASSIFICATION

6.1 Contractors shall be classified as either High or Low Hazard.

6.1.1 Contractors whose work meets the safety hazards outlined on the Contractor Hazard Matrix, Attachment 2, work shall be deemed "High Hazard".

6.1.2 All other contractors who do not meet the High-Hazard criteria shall be classified as Low-Hazard.

6.1.3 All Contractors shall understand and comply with applicable requirements within this document.

6.1.3.1 Low-Hazard Contractors need not follow (i.e. Section 7.1 / 8.1 / 8.2 / 11.1) unless specifically asked by Eversource.

7. PRE-BID REQUIREMENTS

7.1 ISNetworld

7.1.1 Contractors shall be subscribers of ISNetworld.

7.1.2 Contractors shall maintain an ISNetworld grade of "Approved". This is demonstrated by sustaining a minimum of 70 within the ISNetWorld scoring matrix.

7.1.3 Contractor at-fault SIF-Actual (A), SIF-Potential (P), or Switching & Tagging incidents that occur on Eversource projects shall have an additional negative evaluation report on ISNetWorld scores.

7.1.3.1 SIF-A / SIF-P will be determined by Eversource classification standards based on industry Safety Classification & Learning (SCL) model.

7.1.3.2 Switching & Tagging errors will be classified per Eversource standards (see definition).

7.1.3.3 Prime-Contractors will be charged the negative variance for Sub-Contractor incidents.

7.1.3.4 Negative evaluation report scores will be on a rolling 12-month period.

Event type	Event Value
Serious Injury & Fatality-Actual (SIF-A)	-15
Serious Injury & Fatality-Potential (SIF-P)	-10
Switching & Tagging Error	-7

7.1.4 If a Contractor has its ISNetworld grade drop to "Not Approved", the Contractor will be notified and required to immediately respond with a written action plan stating how it intends to achieve an "Approved" or better rating. Failure to successfully implement the action plan or achieve an "Approved" rating within an agreed upon time frame shall result in contract termination, removal from the Eversource Approved Contractor List

(ACL), and ineligibility to bid on future Eversource contracts until the Contractor achieves an "Approved" grade or higher. The agreed upon action plan and timing shall be approved by the Contractor and Eversource Operations, Procurement, and Safety Organizations.

7.1.5 Contractors who are seeking a contract with Eversource and who are not currently in ISNetworld may, at the discretion of Eversource, have their safety programs manually evaluated by the Eversource Safety Department using a questionnaire (see Attachment 3, Attachment 4, and Attachment 5). If the contract is awarded to a non-ISNetworld participating Contractor, such Contractor must enroll in ISNetworld within 30 days or prior to starting work, whichever is later. Failure to enroll or enrolling but then failing to maintain an "Approved" rating, shall result in contract termination.

7.2 Eversource Requirements

7.2.1 Eversource shall provide the Contractor with the characteristics of the Eversource systems related to the safety of the work to be performed. That is, Eversource will provide known information based on "existing characteristics." Existing characteristics are facts Eversource can obtain from its existing records through the exercise of reasonable diligence.

7.2.2 Eversource shall provide the Contractor with the conditions related to the safety of the work to be performed that are known to Eversource. Eversource is only required to provide known information based on "existing conditions" to the Contractor that can be obtained from its existing records through the exercise of reasonable diligence.

7.2.3 Eversource shall provide the Contractor with any other information, which is related to the protection of the Contractor employees, about the design and operation of the system that is known by Eversource and is requested by the Contractor.

7.3 Contractor Requirements:

7.3.1 The contract employer shall ensure that each of its employees is instructed in the hazardous conditions relevant to the employee's work that the contract employer is aware of as a result of information communicated to the contract employer by Eversource.

7.3.2 Before work begins, the contract employer shall advise Eversource of any unique hazardous conditions presented by the contract employer's work.

7.3.3 The Contractor shall coordinate their safety programs so that every employee is protected under the requirements within this document. This requirement pertains to any Sub-Contractor that a Contractor brings into an Eversource project. The Prime-Contractor contractor shall share and coordinate with their subcontractors the requirements of this Policy.

7.4 Alcohol, Controlled Substances, and Weapons

Each contractor shall have a drug and alcohol screening process that includes, at a minimum, pre-employment, for-cause, and where required by law, random testing. The contractor shall communicate to the Eversource Representative when a positive test occurred and what actions have been taken as a result.

7.4.1 No alcoholic beverages, controlled substances (other than prescribed drugs in their original container), or weapons are allowed on any Eversource site, including parking

lots. No worker under the influence of illegal drugs, alcohol or a controlled substance shall be allowed on any Eversource site.

7.4.2 The sale, use or possession of alcohol or controlled substances on Eversource's sites is strictly prohibited.

7.4.3 Any Contractor or subcontractor personnel who report to work and appear to be in an unfit condition to safely perform their assigned work functions shall be immediately dismissed from the work site.

7.4.4 All regulatory requirements related to drug and alcohol use shall be adhered to as stated.

7.4.4.1 All contractors performing gas safety sensitive functions shall comply with 49 CFR Part 199 and 40.

7.4.4.2 All contractors performing Commercial Driver's License (CDL) functions shall comply with 49 CFR Part 40.

7.5 Review of and Adherence to Additional Eversource Requirements

7.5.1 To enable accessing referenced Incorporated Rules and Procedures in the RFP, MSA, PO, etc., (usually specified in Exhibit E "Contractor Documents and Procedures"), those Contractors under the Eversource Contractor of Choice Program shall register their company for access to the Eversource Energy public website (Eversource.com Important Documents) and then send the information to contractservices@eversource.com.

7.5.2 For Contractors performing gas main and services work, first register for access using the registration instructions in Schedule 1.2 and then access the Gas Construction Standards and Operating Procedures at https://www.eversource.com/yg/procedures/ .

7.5.3 Each Contractor shall review the specific documents referenced in the MSA, RFP, or PO that are noted on Exhibit E via the Eversource website and ensure any questions pertinent to the document requirements are addressed by the applicable Eversource Representative.

7.6 Safety Work Rule Compliance

7.6.1 All Contractors shall comply with the Occupational Safety and Health Administration (OSHA) requirements, all other applicable federal, state, and local laws, ordinances, regulations, and other project and site-specific permits.

7.6.2 Contractors shall be responsible for executing all contract requirements and ensuring their employees and subcontractors are complying with all applicable safety rules and practices including their company safety work standards and/or union/state agreement for safety compliance while working.

7.6.3 An Eversource Representative shall be assigned to address questions regarding safety related information.

7.6.4 Any Contractor or subcontractor who fails to take the necessary safety measures to conform to Contractor Safety Policy or compliance requirements shall be held accountable. At the expense of the violating contractor, accountability for violations is at the discretion of Eversource and/or contractual terms and may include:

7.6.4.1 Suspension of work in progress and on-site corrective action.

7.6.4.2 Probation or dismissal from Eversource contracts for specific Contractor and/or Subcontractor employees.

7.6.4.3 Probation or termination of any or all active contracts.

7.6.4.4 Removal of the Contractor from Eversource's Approved Contractor List (ACL).

7.6.5 Contractors have the right to discuss any findings or discipline actions taken by Eversource. The Contractor shall notify Procurement of this request and Procurement will schedule a meeting with the appropriate parties to discuss the issues.

7.7 Eversource "Rules to Live By"

7.7.1 Contractors shall always comply with the following Eversource "Rules to Live By":

7.7.1.1 Following ground to ground use of rubber gloves and rubber sleeves and lock to lock use of rubber gloves on pad mounted equipment (≥69kV work is exempt from this rule).

7.7.1.2 Wearing full body FR clothing on the outermost layer when required within the energized work zone.

7.7.1.3 Using proper fall protection equipment when required.

7.7.1.4 Atmospheric testing, monitoring and ventilation of all work within enclosed or confined spaces.

7.7.1.5 Following remote cable cutting rules and procedure within manholes and vaults.

7.7.1.6 Following all required grounding practices including testing for potential.

7.7.1.7 Using proper shoring and/or sloping when working in excavations greater than or equal to five (5) feet deep.

7.7.1.8 Switching and tagging using the proper Clearance, Permission, or Non-Reclose Assurance process.

7.7.1.9 Using required supplied air respiratory protection when working on blowing gas.

7.7.1.10 Using intrinsically safe tools and equipment in live gas situations.

7.7.1.11 Following the proper notifications and authorizations required to proceed with work on the Gas Distribution System.

7.7.2 If, at any time, any Contractor employee fails to follow one or more of the "Rules to Live By," regardless of how the omission is discovered, that employee shall immediately be removed from the Eversource job location and, depending on the outcome of the incident analysis, may not be permitted anywhere on Eversource property, work site, or job location (unless reinstated) regardless of what company employs him/her.

7.7.3 Depending on outcome of the Incident Analysis related to the breaking of one or more "Rules to Live By," the employee's on-site management and/or crew lead may also be excluded from Eversource property, work site, or job location for a specified period of time.

7.7.3.1 Additional cost or schedule delays as a result of a Contractor failing to follow the "Rules to Live By" shall be borne by the Contractor.

8. POST-CONTRACT AWARD ACTIVITIES

8.1 Contractor Project Health and Safety Work Plan (HASP)

8.1.1 Before work begins, the Contractor shall ensure each of its employees and subcontractors are instructed on relevant Eversource system characteristics and conditions.

8.1.2 Before work begins, the Contractor shall advise Eversource of any unique hazards created by the Contractor's work.

8.1.3 The Contractor shall advise Eversource of any unanticipated hazards found during the Contractor's work that Eversource did not mention. The Contractor shall provide this information to Eversource immediately upon discovering the hazards.

8.1.4 Contractors shall develop a Health and Safety Plan (HASP) for each awarded project. HASP is not required for routine maintenance projects.

8.1.5 Minimum requirements for a HASP are outlined in Attachment 6.

8.1.6 A HASP for the project shall be submitted no later than 14 days prior to work activities for evaluation to the Eversource Representative and Eversource Safety prior to work commencing.

8.1.7 Eversource Safety shall approve the HASP prior to work commencing. Approval will be communicated to the Contractor and Eversource Representative.

8.1.8 The HASP shall be available at the project site and provided, upon request by Eversource.

8.2 Pre-Construction Meeting

8.2.1 A pre-construction or project kickoff meeting may be requested by Eversource prior to the start of a project. If requested, copies of the following items shall be sent to the Eversource Representative two (2) days prior to the meeting and made available for discussion during the meeting:

8.2.1.1 The Contractor's HASP, to verify a proper hazard mitigation plan is included. Work shall not commence until all potential hazards have been adequately addressed.

8.2.1.2 The Project Emergency Call List, to verify and be distributed to both Eversource and Contractor personnel. This list shall contain 24-hour contact information for key Contractor and Eversource personnel and, when complete, be distributed to all individuals, as determined by the project team, prior to the start of work.

8.2.1.3 Other items to review will include, but are not limited to, training certifications, competent persons list, Activity Hazard Analysis covering the SOW, Critical Lift Plans (if applicable), Helicopter activities (if applicable), Hazardous Materials Inventory list, and project orientation.

8.2.2 For routine maintenance projects, a review of associated facility or site-specific safety issues, restrictions, or practices shall be discussed with the Contractor. Any changes in the facility or site that may affect the safety of Contractor employees, Eversource employees, or third-Party individuals must be communicated immediately.

8.3 Safety Professional Oversight

8.3.1 Depending on the scope, contract requirements, and scale of any single project, additional safety resources may be necessary to ensure safety compliance during work

activities. One or more Contractor supplied safety professional oversight person(s) is required for all civil, line, electrical, gas, water, and construction projects as follows:

8.3.1.1 Up to thirty-nine (39) workers, including the combination of both contractors and their subcontractors, at a work location requires a safety professional to perform documented on-site safety observations to ensure compliance with the Contractor Safety Policy at least once per week.

8.3.1.2 Forty (40) or more workers at a work location, including the combination of both contractors and their subcontractors, requires a dedicated full-time safety professional to be on-site and perform documented safety observations to ensure compliance with the Contractor Safety Policy.

8.3.2 Within 14 days from contract award, the name, contact information, and resume of the assigned Contractor Safety professional shall be submitted to the applicable Eversource Representative, who shall forward it to Eversource Safety for review.

8.3.3 For all projects considered high-Hazard, as defined in Attachment 2, Contractor shall submit written weekly status reports to the Eversource Representative and Eversource Safety Advisor. Items of interest should include success stories (good catches), incidents, project look ahead for critical activities, and project man hours.

8.3.4 Contractor safety observation results and corrective actions shall be available to the Eversource Representative and Eversource Safety.

8.4 Contracted Helicopter Services

8.4.1 Contractors and subcontractors shall provide to Eversource evidence that they have received an Aviation third Party audit within the last three years along with any findings, corrective actions, and completion dates.

8.4.2 If requested, the Contractor shall make available any applicable equipment service records and operator qualifications to the Eversource Representative or Eversource Safety.

8.4.3 For helicopter construction or maintenance activities (Transmission/Distribution/Vegetation Management), to ensure a clear message of expectations, an in-person meeting shall be held with all parties involved to ensure the work scope and safety expectations are clear. This pre-flight meeting shall consist of:

8.4.3.1 Eversource Safety Representative

8.4.3.2 Eversource Operations Representative

8.4.3.3 Contractor's PM and field leadership (Superintendent/GF, Crew Foreman, Safety)

8.4.3.4 Helicopter Vendor's Crew to complete the work (Pilot, lineman, field leadership)

8.4.4 Pre-Flight Meeting shall cover the following:

8.4.4.1 General scope of work

8.4.4.2 Tailboard/Job Brief

8.4.4.3 Notification process

8.4.4.4 Communicating the Authority to Work process

8.4.4.5 Communication methods between crew to helicopter

8.4.4.6 Spotting requirements

8.4.4.7 Wire pulling activities (as applicable)

8.4.4.8 Coordination of the planned routes and schedule considering wind conditions, sun, or other factors necessary for the safe completion of the mission.

8.4.4.9 Known flight hazards: adjacent lines, guy wires, communication towers, etc.

8.4.4.10 Rotor blades clearance precautions.

8.4.4.11 Smoking Regulations.

8.4.4.12 Use of seat belts and shoulder harness.

8.4.4.13 Passenger doors used as emergency exits.

8.4.4.14 Location for first aid/survival equipment.

8.4.4.15 Staging areas/landing zones (LZs).

8.4.4.16 Helicopter external cargo loads (Class A, B, C, or D Load) and associated hazards and mitigations.

8.4.4.17 Coordination of multiple aircraft.

8.4.4.18 Communications requirements and actions to be taken in case of loss of communications.

8.4.4.19 Non-aerial concerns: Livestock/endangered species/restricted areas/sensitive landowners.

8.4.4.20 Emergency procedures – including location and use of emergency locator transmitter, if installed.

8.4.4.21 Operation and location of fire extinguisher.

8.4.4.22 Fuel shutoff location and operation.

8.5 Emergency Response/Medical

8.5.1 Prior to the start of work, Contractors shall have a process to identify and communicate emergency response information to their employees and subcontractors.

8.5.2 Contractors shall provide their own first aid kits at every work site. First aid kits shall be a minimum of Class B.

8.5.3 An Automated External Defibrillator (AED) is required on any work site with ten (10) or more employees. Work performed in remote areas may require an AED even with fewer than ten (10) employees on-site, based upon first responder response time evaluated by the contractor. AEDs shall have current proof of inspection compliance.

8.6 Assigning a Competent Person (or persons)

8.6.1 The Contractor shall assign or designate a Competent Person as defined in OSHA 1926.20(b)(2) and OSHA 1926.32(f) to each construction site.

8.6.2 Contractors shall document the names of the Competent Person(s), maintain such documentation at the work site, and make it available to the Eversource Representative upon request.

8.6.3 The Contractor’s Competent Person shall take appropriate corrective actions with respect to safety concerns. If anyone identifies a safety concern, they shall be empowered to stop work, at the Contractor's expense, until such time that the concern has been evaluated and, if necessary, corrective action has been taken.

8.7 Contractor Ownership & Responsibility

8.7.1 Contractors are required to inform their employees, subcontractors, and agents of the Contractor Safety Policy prior to the start of work, and it is the responsibility of the

Contractor to enforce the Contractor Safety Policy with its own personnel as well as with personnel of its subcontractors for performing the requested work action. Compliance with these safety requirements does not:

8.7.1.1 Relieve or diminish the responsibility of the Contractor to perform the work in a manner that complies with applicable Federal, State, and local laws, rules, regulations and/or requirements and with all applicable provisions of the Contractor's contract with Eversource regarding the work ("Contract").

8.7.1.2 Relieve the Contractor from liability to Eversource or others for negligent or improper performance of the work, as provided in the contract.

8.7.2 Each Contractor is and shall remain an independent Contractor as to all work performed under the contract. Nothing herein shall relieve a Contractor of its sole responsibility for the safety of its employees and their work performance.

8.8 Regulatory Inspections

8.8.1 Contractors shall immediately inform the Eversource Representative of any and all inspections, visits, observations, audits, or inquiries of any kind (telephone, electronic, in-person, etc.) (collectively "Inspections") affecting or pertaining in any way to the Contractors' work under the contract by any federal, state, or local agency, and the reasons thereof.

8.8.2 Contractors shall keep the Eversource Representative updated on the status of any regulatory matters arising out of such inspections, including but not limited to safety or health citations and/or violations.

8.9 Safety Statistics, Inspection and Maintenance Records, Other Pertinent Documentation

8.9.1 Eversource monitors and evaluates each Contractor's safety performance and statistics using ISNetworld to measure the effectiveness of the Contractor's safety programs and the Contractor's performance of the work. Contractors, subcontractors, and other Contractor representatives shall ensure their ISNetworld data and information is updated by the 10th of each month.

8.9.2 Contractors, subcontractors, and other Contractor representatives shall maintain work site records of miles driven, hours worked, and of all incidents, near miss events, injuries and illnesses that occurred during the project, minimally identifying those injuries that meet the Occupational Safety and Health Administration (OSHA) definition of "recordable."

8.9.3 Contractors, subcontractors, and other Contractor representatives shall maintain inspection, maintenance, repair, and certification records of cranes, hoists, personnel lifts, fork trucks, scaffolds, excavations, etc. for the duration of the project. These records are to be made available upon request from Eversource Safety.

9. INCIDENT REPORTING AND ANALYSIS

9.1 General Requirements

9.1.1 Contractors shall report any work-related incidents and near misses involving injury, illness, death, motor vehicle incident or damage, or property damage (public, Contractor, or Eversource), switching and tagging or inadvertent system trips and any other significant events to the Eversource Representative immediately, but no more than 2 hours following the incident, as well as state and federal regulatory authorities

as required. Notwithstanding this requirement, the priorities are to ensure that any injured receive medical treatment and that the area has been made safe.

9.1.2 Eversource Safety & Management reserve the right to stand the work/project down at the Crew or Contractor level based on the incident until a formal Incident Analysis (IA) is performed and approved by Eversource.

9.1.3 Contractors shall perform an Incident Analysis (IA) on all injury, illness, death, motor vehicle crash or damage, property damage (public, Contractor, or Eversource) or other incidents requested by Eversource to be investigated and provide a written report to the Eversource Representative identifying causes and corrective actions. The expected timeline for the receipt of the preliminary findings is within 24 hours, however, the final incident analysis report (including recommended corrective actions) is 5 days. Longer times may be allowed by Eversource based on extenuating circumstances.

9.1.4 Contractors shall then notify the Eversource Representative when corrective actions have been implemented and completed.

9.1.5 When deemed necessary by Eversource, the Contractor's leadership team (Executive Management) shall formally present their Incident Analysis report, findings, and plan to prevent recurrence to a group of specifically selected Eversource Safety, Procurement, and Operations representatives. At a minimum, this shall include any Serious Injury or Fatality – Actual (SIF-A), Serious Injury or Fatality – Potential (SIF-P) and Switching/Tagging incidents. The severity of all other incidents may or may not determine when a formal presentation is required. Eversource reserves the right to request a formal presentation.

9.2 Contractor Safety Related Incidents

9.2.1 All safety related incidents require evaluation or analysis to determine the apparent or root cause(s) and contributing factors. The following are examples of various incident severities and the potential consequences:

9.2.1.1 More than two safety incidents or one potential serious injury or fatality (SIF-P), or a significant near miss in a rolling 6-month period: Contractor is required to have a face-to-face discussion with Eversource leadership (Safety, Operations, Procurement) before incident crew is returned to work and is required to submit a safety improvement plan within one week.

9.2.1.2 If one (1) additional safety incident or one significant injury or fatality (SIF - P or A) classified incident occurs in a rolling 12-month period: Contractor is required to have a face-to-face discussion with Eversource leadership (Safety, Operations, Procurement) and is required to submit a safety improvement plan within one week. The contractor shall then receive conditions of return determination.

9.2.1.2.1 **Probation Period:** Length of probation period will depend on the severity and actions taken before and afterward by Contractor. To be released from probation, the Contractor must be incident free during the specific probation period and demonstrate improvements have been made to its safety program that will prevent future incidents.

9.2.1.2.2 **Suspension:** Period: one-year minimum. To be considered for reinstatement following a suspension, the Contractor shall provide an improved safety program for review by a selected group of the Eversource leadership team. If the improved safety program is acceptable, prior to final consideration for

reinstatement, the suspended Contractor's leadership (owner/highest ranking officer) shall attend the meeting with representatives from the Eversource Safety, Procurement, and Operations groups who will then make a recommendation whether to allow the Contractor back on the Eversource Approved Contractor List (ACL).

9.2.1.3 The Prime-Contractor will be responsible for Sub-Contractor performance and any incidents resulting in a SIF-A, SIF-P, or Switching & Tagging incident will be charged to the Prime-Contractor via ISNetworld variance process.

10. TRAINING AND QUALIFICATION

10.1 General Requirements

10.1.1 Contractors shall have training and certification records, licenses (federal, state, and local), and other such documentation for their employees that are pertinent to the work to be performed either on-site or available within 24 hours and subject to review by Eversource, upon formal request. Failure to produce training records within such time may be considered breach of contract and shall entitle Eversource, at its option, to terminate such contract without further liability on its part.

10.1.2 Eversource Safety Orientation Review – All Contractors shall provide a review of the Contractor Safety Policy and all specific Job Hazard Analyses and Project Safety Plans to all personnel and all subcontractors prior to commencing work activities. The review shall be documented and records available to provide upon Eversource request. Additional employees brought onto the project shall receive the orientation review. All orientation reviews shall be documented.

10.1.3 The Contractor shall provide to all persons working under a contract, or ensure they have received, training appropriate to the work they will be performing. The verification that everyone has received the required training shall be documented on Attachment 7 or a reasonable facsimile and provided to Eversource if requested.

10.1.4 All Vegetation Management, General Construction, Civil, Line, Gas, Electrical and Test Contractor supervisors with greater than six employees under their direct supervision shall have, at a minimum, a 30-hour OSHA training certificate (General Industry, Construction or Transmission & Distribution [T&D]).

10.1.5 All Vegetation Management Tree Trimmers shall be certified "Line Clearance Qualified Tree Trimmers" by their respective employer in accordance with OSHA 1910.269(r).

10.1.6 To enter a substation or switchyard, a person shall meet at least one of the following requirements:

10.1.6.1 Have attended a pre-entry substation awareness class and are escorted by an approved escort.

10.1.6.2 Have received a pre-entry safety briefing appropriate to the work they will be performing and are escorted by an approved escort.

10.1.6.3 Have completed unescorted access training and been granted unescorted access privileges by the appropriate Eversource personnel.

10.1.7 Prior to entering and exiting an Eversource substation, all personnel shall notify the applicable Control Center.

10.2 Qualified (Electrical Workers) Employee

10.2.1 Contractor employees shall be Qualified Employees as specified by OSHA in OSHA 1910.269(a)(2)(ii). This program requires that Contractors provide documentation to Eversource pertaining to their qualification program. OSHA defines a "qualified employee" as a person knowledgeable in the construction and operation of the electrical power generation, transmission and distribution equipment involved and the associated hazards.

10.2.2 According to OSHA 1910.269(a)(2)(ii), a Qualified Employee shall be trained and competent in:

10.2.2.1 The skills necessary to distinguish exposed live parts of electrical equipment;

10.2.2.2 The skills and techniques necessary to determine the nominal voltage of exposed live parts;

10.2.2.3 The minimum approach distances specified in OSHA 1910.269 corresponding to the voltages to which the qualified employee will be exposed, and;

10.2.2.4 The proper use of special precautionary techniques, personal protective equipment, insulating and shielding materials, and insulated tools for working on or near exposed energized parts of electrical equipment.

NOTE: If a Contractor's employee is not a Qualified Employee, he/she shall be considered an employee undergoing on-the-job training and shall be under the direct supervision of a Qualified Employee at all times.

10.3 Non-Qualified Employees Working Near Energized Lines and Equipment

10.3.1 The Contractor shall provide familiarization orientation for non-electrical workers who enter and work within restricted areas such as a substation. This is a critical component of Contractor orientation for all non-electrical Contractors who will be working near energized lines and equipment (e.g., civil Contractors).

10.3.2 The information provided to these workers must meet the requirements of paragraph OSHA 1910.269(a)(2)(ii). This orientation and training need not be as comprehensive as the training necessary to become a Qualified Employee.

10.3.3 Non-Qualified Employees shall be under the direct supervision of a Qualified Employee at all times.

10.3.4 Non-Qualified Employees shall receive orientation familiarizing them with the safety fundamentals described in paragraph OSHA 1910.269(a)(2)(ii) prior to entering a restricted area.

10.4 Qualified (Gas Workers) Employee

10.4.1 Any Contractor who performs work that may involve live-gas shall be Operator Qualified (OQ) as defined in the Code of Federal Regulations, DOT 49, Subpart 192.801 through 192.809 and all applicable state requirements pursuant to the state in which the Contractor is working.

10.4.2 All qualifications of Contractor personnel shall be in full accordance with Eversource's Operator Qualification written plan (OQ Plan).

10.4.3 Any other training, such as American Gas Association (AGA) and Northeast Gas Association (NGA) requirements, shall be accompanied by documentation and a letter

of assurance to the Eversource Representative specifying the qualification of the workers.

11. WORK PREPARATION AND WORK ACTIVITY REQUIREMENTS

Employees are expected to work within the policies, and practices set forth in this document. Workers shall be made aware of system, project site, and work activity hazards and how they will be addressed. This hazard information is communicated to workers through required job briefings. If unanticipated hazards are discovered while working, work must stop, workers must be updated of the hazard, and a new job briefing held before work resumes.

11.1 Job Safety Briefings

11.1.1 Each Contractor crew shall conduct a written and documented Job Safety Briefing (also known as a safety brief, toolbox discussion, job briefing, tailboard discussion, etc.) as follows:

11.1.1.1 Prior to starting each job at the work location.

11.1.1.2 When there are Changes to the Work Order or plan.

11.1.1.3 When a new worker joins the crew.

11.1.1.4 When site conditions change or the crew relocates to the next location, even if performing similar work.

11.1.2 At a minimum, the Job Safety Briefing shall identify:

11.1.2.1 Location and emergency protocols.

11.1.2.2 The personnel conducting the work and their qualifications.

11.1.2.3 The known or potential hazards and controls to those hazards.

11.1.2.4 The procedures (processes) that are to be used to perform the work.

11.1.2.5 The precautions required to eliminate or control the hazards, including Dig-Safe or Call Before You Dig information.

11.1.2.6 The PPE required to safeguard from hazards.

11.1.2.7 Any Eversource specific safety requirements for the work.

11.1.2.8 Any applicable environmental precautions.

11.1.3 Job Safety Briefings shall be available at the job site for inspection and retained for thirty (30) days after the job is completed.

11.1.4 Each worker shall be an active participant and be given the opportunity to voice concern. Work cannot begin until each worker signs off on the job safety briefing stating that they have discussed the work and agree with the plan.

11.1.5 All parties working on the jobsite shall be included in the job brief discussion. At a minimum, this includes traffic detail (police & flaggers), as well as site inspectors. When additional personnel arrive on site, they shall be given the job brief to review and sign.

11.2 Asbestos, Lead, and Other Hazardous Substances

11.2.1 Eversource shall inform its Contractors of the known presence, location, and quantity in buildings and facilities of such substances in or adjacent to areas in which a Contractor is expected to work. The Contractor shall inform its employees and subcontractors.

11.2.2 Contractors shall immediately bring to the attention of their Eversource Representative any suspect or questionable substances that are encountered during work and implement appropriate precautions.

1.a.1 Eversource shall ensure soil sampling or other appropriate sampling is performed (including in substations) and inform the Contractor of any known presence, location, and quantity of asbestos, lead, and other hazardous substances in buildings and facilities where the Contractor is expected to work, and the Contractor shall so inform its employees.

11.2.3 Where asbestos material is present and likely to be disturbed, the Eversource Representative and Contractor shall coordinate with the Eversource Environmental group to determine how the asbestos hazard will be managed.

11.2.4 The Contractor shall ensure compliance with OSHA 1926.1153 "Respirable Crystalline Silica" exposure whenever undertaking common construction tasks, such as using masonry saws, grinders, drills, jackhammers, and handheld powered chipping tools; operating vehicle mounted drilling rigs; milling; operating crushing machines; using heavy equipment for demolition or certain other tasks; and during abrasive blasting and tunneling operations.

11.3 High Voltage (OSHA Generation, Transmission, and Distribution) Electrical Safety

11.3.1 Non-Reclosing Criteria and Live-Line Maintenance and Construction

11.3.1.1 The appropriate interrupting devices (breakers, reclosers, circuit switches, etc.) shall be placed in NON-RECLOSING when applicable in accordance with OSHA minimum requirements and Eversource procedure ESOP 100, "Switching and Tagging."

11.3.2 Tagging Out Lines or Apparatus

11.3.2.1 The Eversource Representative or other designated representative shall coordinate all switching and tagging in accordance with Eversource procedure ESOP 100, "Switching and Tagging."

11.3.3 Arc Flash

11.3.3.1 Contractors shall be responsible to ensure the arc flash energy or incident energy levels are known at their work sites and establish work practices and personal protective equipment (PPE) to protect their employees.

11.3.3.1.1 Contractors shall request from the Eversource Representative the specifics on work location related to arc flash values.

11.3.4 Grounding

11.3.4.1 To work lines or equipment as deenergized, the lines or equipment shall be deenergized, tested for absence of nominal voltage, and grounded according to current OSHA regulations and Eversource Contractor Safety Policy.

11.3.4.2 Contractors are responsible to install their own personal grounds in accordance with all OSHA, Federal, State and Eversource grounding standards.

11.3.4.3 Contractors shall attach at least one approved, high visibility, non-conductive, conspicuously hung ground flag in each location where grounds are installed.

11.3.4.4 Approved live-line tools SHALL be used to install and remove ground cable assemblies in the correct sequence.

11.3.4.5 Ground cable assemblies shall be installed in

11.3.4.6 Whenever possible, the shortest ground cable SHALL be used.

11.3.4.7 When two (2) or more ground cable assemblies are required on each phase, they shall be physically installed facing the same direction and no more than three (3) inches of each other at both ends.

11.3.4.8 When two (2) or more ground cable assemblies are required, they SHALL be equal length and equal rating for the cable, clamps, and ferrules.

11.3.4.9 To establish an equipotential zone, temporary protective grounds shall be placed at such locations and arranged in such a manner as to prevent each employee from being exposed to hazardous differences in electrical potential.

11.3.4.10 Protective grounding equipment shall be capable of conducting the maximum fault current that could flow at the point of grounding for the time necessary to clear the fault. Contractor is responsible for understanding available fault current at work locations. The Eversource Representative can provide specifics on work location fault currents.

11.3.4.11 When ground cable(s) are coiled or on reels, they SHALL be completely removed from the reels or holders, unwound and straightened or laid out in an "S" shape on the ground with no crossover, to reduce the possibility of induced voltages.

11.3.4.12 When grounding from an aerial device, an additional qualified person (Spotter), other than the person(s) performing work, SHALL be designated to observe the MAD to exposed lines and equipment while operating the aerial device. The Spotter shall provide timely warnings before the MAD is reached.

11.3.4.13 A documented Grounding Plan is required prior to the start of work. The Grounding Plan shall include but not limited to the following:

- 11.3.4.13.1 Identifying the work zone
- 11.3.4.13.2 The source paths into the work zone
- 11.3.4.13.3 Quantity of ground cable assemblies for each phase per location
- 11.3.4.13.4 Clamp selection types and cable rating
- 11.3.4.13.5 Ground-point locations
- 11.3.4.13.6 Ground-point attachments
- 11.3.4.13.7 Ground cable assembly lengths
- 11.3.4.13.8 Grounding sketch

11.3.5 Substation Grounding

11.3.5.1 The minimum acceptable ground cable size is 4/0 AWG.

11.3.5.2 Approved TPG assemblies (Eversource shall provide guidance based on work location):

- 11.3.5.2.1 Grade 5 Assembly - 4/0 AWG ground cable with minimum Grade 5 clamps.
- 11.3.5.2.2 Grade 5H Assembly - 4/0 AWG cable with minimum Grade 5H clamps.
- 11.3.5.2.3 Grade 6H Assembly - 4/0 AWG cable with minimum Grade 6H Clamps.

11.3.5.3 Maximum TPG ground length shall not exceed 25 feet.

11.3.5.4 The preferred ground connection points shall be connecting to the Steel/Aluminum Structures using:

- 11.3.5.4.1 A permanent engineered solution using a bolted ball stud.

11.3.5.4.2 A temporary I-beam Clamp or other specialty clamp that allows for temporary connection.

11.3.5.5 It is recommended that ground attachment points have paths to the ground grid through multiple ground leads.

11.3.5.5.1 For structures that are grounded by 4/0 or larger leads, a minimum of 3 leads are recommended.

11.3.5.5.2 For structures that are grounded by 2/0 leads, a minimum of 4 leads are recommended.

11.3.5.5.3 To create more paths to the ground grid, temporary jumpers may be considered as part of the Ground Plan.

11.3.5.6 Ground cable assemblies should be visible from the worksite, wherever practical.

11.3.5.7 Ground cable assemblies should be installed as close to the worksite as practical.

11.3.5.8 All source paths into work zone shall be grounded. This should require a minimum of two sets of grounds.

11.3.5.8.1 In cases where a second set of grounds cannot be achieved, (e.g. Placing grounds on equipment leads), consult with Eversource Representative.

11.3.5.9 An additional Personal Ground shall be installed as close as possible to the worker:

11.3.5.9.1 When the source ground location distance exceeds 15 feet from the worker.

11.3.5.9.2 When only one source path into work zone.

11.3.6 Aerial Device Bonding in Substations

11.3.6.1 Aerial Devices shall be grounded prior to bonding any part of the aerial device and/or the working personnel enters the aerial device.

11.3.6.2 Bonding cables shall be a minimum 2/0 AWG cable.

11.3.6.3 Non-Insulated aerial devices actively engaged in work on de-energized equipment shall be bonded to the properly grounded equipment being worked on.

11.3.6.4 Whenever possible, the breakaway bond cable shall be used.

11.3.6.5 If an aerial device is insulated but not rated for the voltage being worked, it shall be treated as a non-insulated device.

11.3.7 Transmission & Distribution Grounding

11.3.7.1 For work on Transmission lines and equipment, grounding practices require a minimum of appropriately rated rubber gloves.

11.3.7.2 For work on Distribution lines and equipment, grounding practices require a minimum of appropriately rated rubber gloves and sleeves.

11.3.7.3 When Transmission grounding (master grounds), the minimum cable size SHALL be 4/0 AWG.

11.3.7.4 When Distribution grounding, the ground cable requirement (size, quantity and grade). Contractor is responsible for understanding available fault current at work locations. Fault currents can be provided by the Eversource representative.

11.3.7.5 The order for selecting a ground connection is:

11.3.7.5.1 System Neutral- Static/shield wire

11.3.7.5.2 Steel structures that are grounded

a) Steel steps are NOT an acceptable TPG connection.

11.3.7.5.3 Equipment ground rod

11.3.7.5.4 Guy anchor rod

11.3.7.5.5 Temporary screw ground rod -per unit length

11.3.7.5.6 Temporary driven ground rod -per unit length

11.3.7.6 When it is necessary to use temporary screw grounds or temporary driven ground rods:

11.3.7.6.1 Where possible, location shall be out of the immediate work area to reduce tripping risks and the hazard of step and touch potentials.

11.3.7.6.2 They SHALL be barricaded at a 6-foot radius, using cones and/or tape as required, to prevent entry and to protect personnel against step potential.

11.3.7.6.3 Soil condition shall be considered to obtain an effective ground.

a) Low lying areas with permanent moisture shall be used whenever they can be found near the work area.

b) Loose loam and sandy soil shall be set to maximum depth, multiple grounds may be required.

11.3.7.7 A cluster bar is to be attached on ALL wooden poles that are to be climbed, or when working from an aerial lift, where the pole is within reaching distance of the worker.

NOTE: A cluster bar is not required for steel structures that are adequately bonded to the neutral with a bolted connector and a #4 conductor or the threaded insert and a stainless-steel ground lug.

11.3.7.8 The cluster bar is connected to a phase conductor, ground, and/or the static wire.

11.3.7.9 The cluster bar shall be bonded to a wooden pole with hardware that penetrates the pole.

11.3.7.10 The cluster bar shall be attached on the pole below the working position, leaving adequate working space above it.

11.3.7.11 When a worker is climbing and will be physically working from the structure, the cluster bar shall be installed and the penetration point shall be positioned as close as practical to the worker's feet, no greater than 3 feet.

11.3.7.12 When the field conditions do not allow for the installation of a cluster bar and/or ground cable assembly, the line must be treated as energized and all appropriate insulate & isolate work practices employed.

NOTE: When work is being performed from an aerial lift and the pole is NOT within reaching distance of the worker, a cluster bar is NOT required.

11.3.8 Transmission Grounding

11.3.8.1 When bonding for the purpose of creating an equipotential zone (after the master ground has been established), the minimum cable size SHALL be 2/0 AWG.

11.3.8.2 When working in an equipotential zone from a non-insulated aerial device or lift, install a personal bond by attaching a 2/0 AWG cable assembly from the basket to a grounded phase conductor.

11.3.8.3 The ground rods must be driven 7 feet deep, and at a minimum distance of 25 feet away (where practical) from the base of the Transmission structure where work is to be performed.

11.3.8.3.1 If maximum depth (7 feet) is difficult in gravel, hardpan, or other soil conditions:

a) Ground rods shall be set at an angle so that as much of its surface area as possible is in contact with the earth or drive and connect an additional ground rod separated 6 feet from other ground rods and maintain a minimum distance of 25 feet away (where practical) from the base of the Transmission structure.

11.3.9 Distribution Grounding

11.3.9.1 The preferred method is to install single point grounds at the pole to be worked on.

11.3.9.2 If field conditions do NOT permit, grounds can be installed on any adjacent visual pole. Worksite pole will still need a cluster bar installed and bonded to system neutral (if present) and personal ground lead to phase being worked on.

11.3.10 Grounding Mobile Equipment

11.3.10.1 When mobile equipment requires grounding, it shall be solidly grounded by means of appropriate sized copper cable.

11.3.10.2 The cable shall be fastened to a securely attached clean metallic portion of the equipment or shall be fastened to a grounding stud provided for the purpose at one end and an adequate ground at the other end.

11.3.10.3 When vehicles and/or multiple pieces of equipment are situated where a worker can contact them simultaneously, they SHALL be bonded together into a common ground.

11.3.10.4 Bond and ground equipment when pumping, draining or filtering the insulating fluid.

11.3.10.5 All vehicles and equipment Actively Engaged in construction or maintenance activities SHALL be:

11.3.10.5.1 Positioned where they will NOT encroach upon the MAD.

11.3.10.5.2 Grounded before work begins, with one (1) ground cable with a minimum size of 4/0 AWG.

11.3.10.5.3 Grounded to the closest ground connection point of the equipment/structure being worked.

11.3.10.6 All vehicles and equipment Actively Engaged in construction or maintenance activities SHALL be positioned inside the substation fence or, when outside the fence, on the extended substation ground grid.

11.3.10.6.1 Vehicles and equipment not engaged in operations, and thus not encroaching upon the minimum approach distance (MAD), DO NOT require grounding (a parked vehicle, storage container, or trailer).

11.3.10.6.2 An equipotential zone for the vehicle, equipment or material outside the substation fence SHALL be created and bonded to the substation ground grid when the vehicle or equipment is:

a) Located inside the substation fence and making picks outside the substation fence and off the ground grid, or

b) Located outside the substation fence off of the ground grid and making picks inside the substation fence or delivering material into the station yard (i.e. crane).

11.3.10.7 When a vehicle or piece of equipment is required to be repositioned:

11.3.10.7.1 Leave the ground cable ends attached.

a) If the ground cable ends cannot be left attached, they can be removed while the vehicle is repositioned.

11.3.10.7.2 A Spotter shall be used to ensure the safe travel path and MAD is maintained.

11.3.10.8 When a vehicle or piece of equipment is required to be in constant movement:

11.3.10.8.1 Preplan a route to avoid encroaching upon the MAD.

a) If a route cannot be determined without encroaching upon the MAD, do NOT proceed until other arrangements are made.

11.3.10.9 When a vehicle or piece of equipment is to sit for an extended period:

11.3.10.9.1 The vehicle or piece of equipment shall be removed from the work zone.

a) If it cannot be removed from the work zone, it shall be grounded.

11.3.10.10 All Underground splicing vehicles/trucks/vans, regardless of operation, shall be grounded inside a Substation.

11.3.11 Minimum Approach Distance (MAD)

11.3.11.1 All personnel shall follow the applicable OSHA Minimum Approach Distance (MAD) tables (see Attachment 8).

11.3.12 Appointment of a Safety Observer

11.3.12.1 If work is being performed where there is a potential for persons or equipment to come in contact with energized equipment, a safety observer (spotter) shall be appointed by the Contractor to aid in protecting employees and others from hazards. The safety observer shall be a "Qualified Electrical Worker" with the training and experience specified in OSHA regulations, specifically the "Electric Power Generation, Transmission and Distribution Standard" OSHA 1910.269.

11.3.12.2 At a minimum, a safety observer shall be used:

11.3.12.2.1 while positioning trucks, cranes or other equipment and where precise placement is required to avoid contact with or damage to existing equipment or circuits,

11.3.12.2.2 while moving loads overhead that may come within OSHA clearance requirements, and

11.3.12.2.3 at other times where assistance is needed to help direct specific tasks for the protection of personnel, equipment, or property.

11.3.12.3 The contractor shall identify any overhead, and/or horizontal hazards (guy wires, distribution circuits, communication lines, public spaces, and/or recreation paths) that are <30' FT. to the work area that is actively having work performed. Once the hazards are identified the hazards shall be mitigated by the contractor to ensure a safe work area has been created for employees, equipment, and the public.

11.3.12.4 The Safety Observer shall assume ownership of the task and have direct authority of the immediate activity until the affected activity has been completed.

11.3.13 Substation Work Area Identification (SWAI)

11.3.13.1 Contractors shall establish Substation Area Work Identification (SWAI) to ensure that safe work areas are identifiable in substations where maintenance, construction, and testing activities are taking place.

11.3.14 Electrical Work Pole Banners

11.3.14.1 Electrical work pole banners are used as follows:

11.3.14.1.1 To indicate workers are working downstream.

11.3.14.1.2 To hold a Clearance or Permission tag, if a pocket is provided.

11.3.14.2 When installed properly, pole banners alert personnel at the feed side of a primary radial that there are crews working on the circuit. Other normal crew protections must also occur, such as lifting taps and grounding. The pole banner alone is not a protection method and should never be treated as such.

11.3.14.3 All Eversource employees and Contractors shall understand and respect the electric work pole banner as an informational method to warn them of personnel working on a circuit.

11.3.14.4 During storm restoration, Contractors shall apply pole banners even when working under a Control Center clearance, to alert anyone coming upon a visible break or isolating device that there are crews working in the vicinity.

11.3.15 Tree Work Pole Banners

11.3.15.1 LCTT/LCA pole banners are intended as a visual, informational, and work control barrier used to provide awareness that a Tree Crew is working downstream of an open protective device. Tree crews could be engaged in work that may include live line methods, patrolling the circuit, or cutting operations (aloft/ground).

11.3.15.2 When a tree crew is working on a de-energized circuit, a pole banner should be installed by either the Line Clearance Tree Trimmer or a Qualified Line-Clearance Arborist to provide awareness a Tree Crew is on the circuit.

11.3.15.3 If applied, LCTT/LCA pole banners are to be applied on:

11.3.15.3.1 The pole where requested grounds are installed (if de-energized and grounded)

11.3.15.3.2 The pole with the closest protective device feeding the work location (if de-energized)

11.3.16 Lockout/Tagout

11.3.16.1 The Contractor shall coordinate the lockout/tagout of equipment with the Eversource Representative. This shall include:

11.3.16.1.1 A review of the contractors LO/TO program prior to execution of work and confirmation that the LO/TO program to be used meets all the requirements per Eversource LO/TO Standard. This will be captured in HASP.

11.3.17 Prior to the start of work, an on-site, documented review shall be conducted on the LO/TO procedure by Contractor and Designated Authorized Worker. This review shall include visual confirmations and verifications of the procedure.

11.3.18 Pole/Structure Inspection

11.3.18.1 The Contractor shall ascertain the structural integrity of a pole or other structure prior to installation, removal, or repair of equipment on the structure in accordance with OSHA 1910.269 Appendix D.

11.3.18.2 Contractors shall not climb poles that are found to be defective.

11.3.18.3 If a pole/structure is found to be defective, it shall be reported to the Eversource Representative who shall provide the information to local Area Work Center (AWC) management.

11.4 Personal Protective Equipment (PPE) General Requirements

11.4.1 At a minimum, basic PPE attire at sites and other similar work zones shall include:

11.4.1.1 Safety glasses with side shields meeting the ANSI Z87 standard,

11.4.1.2 Hard hat meeting ANSI Z89.1 standard (Class C are not allowed),

11.4.1.3 Work pants and shirt that are appropriate for the hazards,

11.4.1.4 EH rated safety footwear meeting ASTM F2413-18 (M I/75/C75/Mt75), (steel toe or composite) footwear for all electrical overhead, underground and substation work over 50 volts, or in an area of expected downed wires (based on OSHA 1910.136), and anti-slip footwear should be worn during winter (icing) conditions.

11.4.1.5 High-visibility traffic outerwear meeting ANSI/ISEA 107-2015. Apparel must meet Class 3 standards.

11.4.1.6 Vegetation Management cutting with a chain saw or powered equipment requires the use of PPE including chaps, (if not in a bucket), and appropriate head, face and noise protection.

11.4.2 Cut-resistant gloves with a minimum ANSI Cut Level A4 or greater shall be worn when exposed to a laceration hazard. Chainsaw use does not require gloves to be worn.

11.4.3 Contractors shall comply with any additional Eversource location or work task specific requirements that have been communicated.

11.4.4 If unable to determine the correct level of PPE, the Contractor shall consult with the Eversource Representative to determine the specific requirements for FR clothing, including arc flash protection.

11.4.5 The minimum arc rating is 8 cal/cm^2 (Cat 2) for all garments when exposure to energized conductors or parts exist. This number increases depending on arc flash exposure.

11.4.5.1 Arc rated face shields and hoods/balaclava to protect head, face, and neck are required when working aloft on energized lines with an arc energy >9 calcm^2 and required for opening and closing (the making or breaking of primary load) when operating overhead primary switching devices aloft. (e.g., cutouts, disconnects, trip savers).

11.4.6 FR clothing (which includes arc-resistant rain gear) shall be worn:

11.4.6.1 When personnel are working on energized (or potentially energized) equipment or lines.

11.4.6.2 When distance and position expose the worker to electric arc or flame hazards.

11.4.6.3 During live gas work, and/or when entering the work zone where an applicable hazard is present.

11.4.6.4 When entering and working in energized substations (long sleeves required).

11.4.7 All FR clothing shall:

11.4.7.1 Meet ASTM F1506 or ASTM F1959 and OSHA 1910.269 for electrical work.

11.4.7.2 Meet NFPA 2112 and 2113 for affected natural gas work activities.

11.4.7.3 Be worn as the outermost layer of clothing.

11.4.7.4 Be worn when workers measure voltages, test, or ground electrical equipment or lines.

11.4.7.5 Be worn when work requires the use of rubber protective equipment or the use of insulated live line tools.

11.4.7.6 Be worn when workers control/operate electrical equipment over 50 volts at the device location or are within 10 feet of equipment which is being physically operated by another worker.

11.4.7.7 Be worn where a hazard identification sign is posted.

11.4.8 Rubber Gloves and Sleeves

11.4.8.1 Rubber gloves and sleeves shall be donned before the worker leaves the ground and shall be worn until the worker returns to the ground (commonly referred to as “ground to ground” or “cradle to cradle”) and be rated for the voltage being worked.

11.4.8.2 **EXCEPTION:** For voltages 69 kV and above, workers may use specialized equipment or work practices if these workers have been appropriately trained and qualified.

11.4.8.3 Gloves and sleeves shall be worn when performing grounding evolutions.

11.4.8.3.1 **NOTE**: Grounding above 69kV requires the use of Class 2, at a minimum, Rubber Gloves to protect from induction hazards.

11.4.8.4 Class 2, at a minimum, Rubber Gloves shall be worn when joining conductors together from the ground to mitigate any potential induction hazards.

11.4.8.4.1 **EXCEPTION**:

a) Conductor has been bonded with a jumper to bring to the same potential.

b) Conductor is effectively grounded, and no difference of potential (induction, static) is present as verified by a potential test.

11.4.8.5 During storm conditions, Minimum of Class II high voltage rubber gloves and rubber sleeves (rated sleeves while aloft) (or higher rated gloves and sleeves dependent upon actual system voltage exposure) are required to be worn at all times whenever an employee is exposed to conductors which may be energized or become energized, including any conductor which is effectively grounded.

11.5 Smoking/Vaping

11.5.1 Smoking/Vaping is prohibited:

11.5.1.1 in and within twenty-five (25) feet of all Eversource buildings or entrances,

11.5.1.2 within twenty-five (25) feet of flammable materials,

11.5.1.3 in other areas designated as No Smoking, and

11.5.1.4 on all Eversource Project/Job sites.

11.6 Confined Space Entry (including Enclosed Space Entry)

11.6.1 The Contractor shall consider all confined spaces as "permit-required" confined spaces until the Contractor conducts a written hazard assessment that documents otherwise.

11.6.2 Contractors shall not enter into any type of confined space, until the atmosphere of the space has been tested by a competent person.

11.6.3 All members of the confined space entry team; entrant, attendant and entry supervisor, must be trained to perform their required duties.

11.6.4 While working at Eversource's sites, Contractors shall coordinate all entries into confined spaces (whether permit-required confined spaces, non-permit confined spaces, or enclosed areas) with the Eversource Representative, the local facilities/building supervisor, and other applicable work groups to ensure each other's activities will not affect the safety or health of any person.

11.6.5 Non-entry rescue methods are required. If this cannot be achieved, qualified entry rescue personnel shall be available on site.

11.6.6 Tools brought into an environment that has the potential to contain an explosive environment shall be intrinsically safe. (Spark Resistant)

11.7 Hazard Communication

11.7.1 The Contractor shall have a Hazard Communication Program and make it available, if requested, to the Eversource Representative.

11.7.2 The Contractor shall maintain the most recent, and have readily available, Safety Data Sheet (SDS) for all needed chemicals.

11.7.3 All primary and secondary containers that contain a chemical shall be labeled. Minimum label requirements include the product name, manufacturer or distributor, and hazard warning and shall meet OSHA and/or the United Nations Globally Harmonized System (GHS) of Classification and Labeling of Chemicals.

11.8 Hot Work

11.8.1 If hot work (e.g., burning, welding, cutting, brazing, soldering, grinding, using fire- or spark-producing tools, or other work that produces heat or a source of ignition) is being done in an Eversource location, the Contractor shall review it with the Eversource Representative prior to issuing a Hot Work Permit.

11.8.2 Prior to performing hot work, the Contractor shall complete, and review with the crew, a Hot Work Permit and retain until end of the project. See Attachment 9.

11.8.2.1 Hot work permit shall be retained with project documentation.

11.8.3 Comply with all local regulations pertaining to hot work and obtain any required permits.

11.8.4 If a hot work permit is created, it shall be noted on the tailboard.

11.8.4.1 Fire watches shall remain in place 30 minutes or per local guidelines after hot work stops.

11.9 Lifting and Hoisting

11.9.1 Contractors shall certify that all operators of mobile equipment such as cranes, derricks, boom lifts, etc., have been trained and certified on the specific equipment they use and meet all Federal, State, and Local requirements.

11.9.2 Non-operators, such as signal persons, shall also be trained and qualified.

11.9.3 Copies of the training and certification shall be maintained on the project site by the Contractor and provided to the Eversource Representative upon request.

11.9.4 The Contractor shall not move loads suspended from mobile equipment without the load being secured to prevent swinging. Tag lines shall be used on all loads except when there is a danger of the equipment, load, or tag line contacting energized parts. If the tag lines have the potential to contact energized parts, the line shall be dielectrically rated and tested before use.

11.9.5 The swing load radius shall always be kept clear when moving suspended loads.

11.9.6 Lifting devices and hardware (slings, chains, shackles, etc.) shall be rated, inspected, and properly connected for the application. Load charts shall be available, and no load may be lifted until its weight has been determined.

11.9.7 The following hoisting operations shall have a Critical Pick Plan developed by the Contractor and reviewed with the Eversource Representative prior to performing the work:

11.9.7.1 Picks equal to or greater than 75% capacity of the crane, at a defined radius, as shown on applicable crane manufacturer's load capacity charts for the configuration to be used.

11.9.7.2 When two cranes are used for a common load.

11.9.7.3 When one crane and another lifting device (e.g., backhoe) is used.

11.9.7.4 When two other lifting devices are used.

11.9.8 All other crane operations shall have a documented Pick Plan.

Note: Tip setting a transmission pole with the use of a second positioning piece of equipment would not trigger a critical pick plan. Weights and measures along with work plan to set the pole shall be documented and discussed through the tailboard process.

11.10 Trenching & Excavations

11.10.1 The Contractor shall designate a Competent Person to oversee all trenching & excavation work. The names and qualifications of designated Competent Persons shall be available if requested by the Eversource Representative.

11.10.2 The Contractors shall assume the soil is Type C, as defined by OSHA, unless they prove otherwise with appropriate engineering tests.

11.10.3 The Contractor shall contact the appropriate "Call Before You Dig" or "Dig Safe" agency the requisite number of days (typically two to three business days) prior to the planned start of any excavation. An active "Call Before You Dig" or "Dig Safe" clearance is required before any mechanical excavation work can begin. Contractor shall have the respective confirmation number at the job location.

11.10.4 The Contractor performing the excavation shall locate all underground utilities, ensure that they are marked properly, and ensure that those markings are maintained.

11.10.4.1 Underground utility locating shall be done using Cable Avoidance Tool (CAT), Ground Penetrating Radar (GPR), Radio-detection methods, or greater than or equal to technologies.

11.10.4.2 Soft digging or non-mechanized means (e.g. Hand digging, VAC truck, etc.) shall be used in close proximity (within 18 inches) to underground facilities.

11.10.5 All unattended trenches and excavations shall be guarded to prevent inadvertent falls.

11.10.6 Each employee in an excavation greater than five (5) feet (or less if the situation warrants) shall be protected from cave-ins by an adequate protective system, such as sloping, benching, or shoring system.

11.10.7 Excess backfill material shall be removed promptly and transported to designated facilities in accordance with Eversource environmental materials handling guidelines. All street surfaces and sidewalks shall be swept clean at the end of each workday.

11.10.8 Where oxygen deficiency (atmospheres containing less than 19.5 percent oxygen) or a hazardous atmosphere exists or could reasonably be expected to exist, such as in excavations in landfill areas or excavations in areas where hazardous substances are stored nearby, the atmospheres in the excavation shall be tested before employees enter excavations greater than 4 feet in depth. [1926.651(g)(1)(i)]

11.10.9 A stairway, ladder, ramp, or other safe means of egress shall be in trench excavations that are four (4) feet or more in depth so as to require no more than 25 feet of lateral travel for personnel to exit. [1926.651(c)(2)]

11.10.10 Employees shall not work in excavations in which there is accumulated water, or in excavations in which water is accumulating, unless adequate precautions have been taken to protect employees against the hazards posed by water accumulation. The precautions necessary to protect employees adequately vary with each situation but could include special support or shield systems to protect from cave-ins, water removal to control the level of accumulating water, or use of a safety harness and lifeline. [1926.651(h)(1)]

11.10.11 Employees shall be protected from excavated or other materials or equipment that could pose a hazard by falling or rolling into excavations. Protection shall be provided by placing and keeping such materials or equipment at least two (2) feet from the edge of excavations, or by the use of retaining devices that are sufficient to prevent materials or equipment from falling or rolling into excavations, or by a combination of both if necessary. [1926.651(j)(2)]

11.10.12 Employees using heavy equipment shall not straddle trenches with the equipment unless a load plate is used beneath.

11.11 Guarding of Holes and Openings

11.11.1 The Contractor shall guard or place appropriate barricades around temporary openings in floors, walls, excavations, etc., to prevent inadvertent entry.

11.11.2 Covers over excavations or floor holes shall be of sufficient strength, conspicuously marked to indicate the hazard and the danger of removal and secured to prevent inadvertent movement or removal whenever feasible. Covers shall be able to take two (2) times the intended weight.

11.12 Scaffolding

11.12.1 The Contractor shall designate a Competent Person to oversee scaffolding work. The person's qualifications and contact information shall be made available to the Eversource Representative, if requested.

11.12.2 One hundred percent fall protection or restraint shall always be used during erection, maintenance, use, and dismantling of the scaffold whenever the fall hazard is six (6) feet or greater.

11.12.2.1 If 100% fall protection isn't feasible or it creates a greater hazard, the Competent Person shall possess documentation that clearly describes why that is and the methods that are being implemented to achieve as close to 100% fall protection or restraint as possible.

11.12.3 Scaffold components shall not be used for fall protection or restraint anchorage unless the Contractor similarly possesses documentation by a scaffolding "Qualified Person" as defined by OSHA 1926.450 validating the suitability of the components for such use. All documentation must be readily available for review by the Eversource Representative.

11.12.4 From the time scaffold erection begins until the scaffolding is completely dismantled, the Competent Person shall inspect all scaffolding and associated components at least once each work shift prior to its use and shall affix signs, tags, or equivalent means that communicate whether the scaffolding is or is not safe to use. Transfer of responsibility from one Competent Person to another is acceptable provided the contact information and qualifications for the new Competent Person are available, as requested, to the Eversource Representative.

11.13 Ladders

11.13.1 Only ladders constructed of fiberglass may be used in and around electrical equipment, including substations.

11.13.2 Ladders are to be properly positioned. Straight and extension ladders are to be tied off at the top and bottom or footed by another person. Step ladders may be used only in the fully open position with the spreader brackets locked in place. No person may stand or sit on the steps or platforms on which standing or sitting is prohibited.

11.14 Fall Protection

11.14.1 One hundred percent fall protection meeting the ANSI standard shall be provided for all workers exposed to fall hazards of:

11.14.1.1 Four (4) feet or greater from structures that support overhead electrical lines (e.g., poles, towers, structures).

11.14.1.2 Six (6) feet or greater in other construction activities.

11.14.2 If the requirements of step 11.14.1 are not feasible or create a greater hazard, the Competent Person shall possess documentation clearly describing why using 100% fall protection or restraint is not being used and shall also describe the methods that are being implemented to achieve as close to 100% fall protection or restraint as possible.

11.14.3 If working around electricity or gas, fall protection equipment shall be FR Rated to the applicable hazard.

11.15 Tools and Equipment

11.15.1 Contractors are responsible for providing proper tools and equipment. Except in rare or emergency situations, Eversource will not provide or lend tools or equipment, including PPE.

11.15.2 Tools and equipment shall be maintained in safe condition and used as designed and without removing, defeating, or otherwise compromising guards or other safety devices.

11.16 Nail Guns and Powder-Actuated Tools

11.16.1 Nail guns and powder-actuated tools shall be used in such a manner to ensure the projected fastener cannot miss or penetrate the intended surface and strike an unintended person or object, including but not limited to the fastener becoming an airborne projectile.

11.16.2 Powder-actuated tools shall require the use of a Hot Work Permit in the area of natural gas, propane, or LNG facilities.

11.16.3 Precautions required but are not limited to:

11.16.3.1 Directing the line of fire away from other persons, including passersby.

11.16.3.2 Preventing access to the opposite sides of nailing surfaces (e.g., walls).

11.16.3.3 Preventing access closer than twenty (20) feet to activities involving powder-activated tools.

11.17 Work Zone Protection and Traffic Control

11.17.1 If a work activity is on or near a road, the Contractor and any subcontractors shall comply with all applicable parts of the most current U.S. Department of Transportation's Manual on Uniform Traffic Control Devices (MUTCD) and any additional state-required work zones rules beyond the MUTCD.

11.17.2 All workers who are exposed to either traffic (vehicles using the highway for purposes of travel) or to work vehicles and construction equipment within the work zone shall wear high-visibility safety apparel that meets performance ANSI Class 3 requirements.

11.17.3 If working in areas covered by state permits issued to Eversource, Contractors are required to comply with the provisions (work practices and notifications) of the permit language.

11.18 Walks and Roadways

11.18.1 When working at an Eversource location, Contractors shall not hinder or obstruct the normal flow of vehicular or pedestrian traffic without prior coordination with the appropriate City/Town officials.

11.18.2 If the normal flow of vehicular or pedestrian traffic must be affected, the Contractor shall implement the appropriate controls (e.g., provide approved lights, barriers, signs, warning devices, signal persons, or other precautions) to alert traffic of the hazard and control the flow to ensure safety.

11.19 Housekeeping

11.19.1 Contractors shall keep the job site neat, clean, and free of debris, trash, and hazards.

11.19.2 Contractors shall store all materials in a neat and orderly fashion. Trash/debris shall be managed when generated so as not to present a tripping/walking hazard.

11.20 Barriers, Warnings, Signs, and Signage Credibility

11.20.1 Work areas, whether indoors or outdoors with restricted entry, shall be clearly marked and delineated. Unless otherwise permitted, such marking shall consist of conspicuous rope or tape barrier with appropriate DANGER, CAUTION, or other appropriate signs that:

11.20.1.1 Note the nature of the hazard.

11.20.1.2 Provide guidance to the reader.

11.20.2 When the signs or barriers are not available or their use is not practicable, such as for a momentary hazard exposure, the Contractor shall post employees to prevent others from being exposed to the hazard(s).

11.21 Vehicle Safety and the Federal Motor Carrier Safety Regulations

11.21.1 Commercial vehicles shall be maintained in compliance with the Federal Motor Carrier Safety Regulations (FMCSR).

11.21.2 All vehicular equipment provided and used by Contractors shall be fully equipped and must comply with all applicable State and Federal laws and regulations as well as applicable safety standards, including, to the extent applicable, ANSI 92.2 2015, requiring dielectric testing of vehicles with insulated vehicle-mounted elevating and rotating aerial devices.

11.21.3 In addition:

11.21.3.1 Vehicles shall be parked or positioned to avoid backing whenever practical. If more than one employee is in/on/near a vehicle, one employee shall be positioned outside the vehicle to aid the driver when backing is necessary.

11.21.3.2 Before moving a parked vehicle, the operator shall conduct a circle safety check to identify persons and objects.

11.21.3.3 Vehicles shall be backed into parking spaces in order to pull away when and where practicable as to not induce additional danger or complications to them.

11.21.3.4 Vehicles equipped with wheel chocks shall be chocked while parked.

11.21.3.5 Vehicles, including load, shall never exceed the registered gross vehicle weight.

11.21.3.6 Objects shall not extend beyond the sides. Exceptions may be allowed with special permits.

11.21.3.7 Anything such as material, coils of wire, scrap bags, tools, or tool buckets shall not to be hung from the rear of vehicles if they create a tripping hazard or obscure lights, reflectors, or the vehicle's license plate.

11.21.3.8 Loose material shall be secured from falling onto the roadway.

11.22 Gas Systems

11.22.1 Atmospheres shall be tested with a properly calibrated Combustion Gas Indicator (CGI) or Gas Measurement Instrument (GMI) in accordance with Eversource requirements.

11.22.2 At minimum, an approved and properly inspected ABC type fire extinguisher shall be at the worksite and readily available during all routine and live gas operations as conditions warrant.

11.23 Life Safety Systems

11.23.1 If life safety equipment will be disabled during a project, the following shall be implemented:

11.23.1.1 Notification (pre & post) process to impacted personnel.

11.23.1.2 On-site monitoring

11.23.2 Coordination and approval shall be conducted with Eversource business teams applicable to the project scope.

11.23.3 All Federal and Local life safety guidelines shall be complied with.

12. VERIFICATION OF COMPLIANCE

12.1 Contractor Safe Work Observations

12.1.1 The Contractor shall implement a Safe Work Observation process that includes, at a minimum:

12.1.1.1 Routine and systematic observations of a cross-section of employees performing their work-related tasks at a worksite.

12.1.1.2 A means to evaluate the actual work methods being used against the applicable safety requirements to determine the extent of compliance.

12.1.1.3 Following the Work Observation and evaluation, engage the employees in a dialogue using the following “coaching” techniques, relating to their compliance or non-compliance with the applicable Work Policy(s).

12.1.2 If, at any time, any employee is seen performing an unsafe act, the observer shall perform the following:

12.1.2.1 Immediately stop the activity.

12.1.2.2 Establish a safe condition for the job or task.

12.1.2.3 Communicate the concern about the task performance with the employee.

12.1.2.4 Use coaching techniques to determine the appropriate course of action depending on the severity of non-compliance.

12.1.2.5 Perform any necessary immediate corrective actions.

12.1.2.6 Make any necessary notifications.

12.1.2.7 Document the incident.

12.1.2.8 Ensure an incident analysis is performed.

12.1.3 Safe Work Observation data shall be maintained and available for the Eversource Representative.

13. ENSURING CONTINUOUS IMPROVEMENT

13.1 Eversource – Contractor Benchmarking

13.1.1 Participate, upon invitation, to various contractor meetings and events Eversource convenes (e.g., monthly benchmarking, leadership meetings, annual conferences) with the intent to share learnings, best practices and discuss emerging issues that impact both Eversource and our contractors.

14. SUMMARY OF CHANGES

Revision 0 – Effective Date – 02/18/2020

14.1.1 Original Issue

14.1.2 This document supersedes all versions of the "Contractor Safety Performance Management at Eversource" policy, all of its associated attachments, and any pre-existing documents that contain Contractor safety policies.

Revision 1 – Effective Date – 05/01/2021	
Section Modified	**Description of Modification**
3 Definitions	• Added Contractor Classification, critical lift, HOP and Safety Professional
4 References	• Added Edison Electric Institute (EEI) • Identified affected states for pre-digging notifications
5.2 Safety Communication	• Removed
6.1-6.3 Contractor Classification	• Provided contractor classification and definition of High or Low Risk status
7.1.1 ISNetworld	• Removed reference to safety specific data needing to be uploaded to ISNetworld by the 10th of each month
7.3 Contractor Requirements	• Included sentence about subcontractors being responsibility of primary contractor
7.4.1 Alcohol, Controlled Substances, and Weapons	• Incorporated random testing requirements
7.6.2 Safety Work Rule Compliance	• Modified sentence to include adherence to contractor's company safety work policies and/or union/state agreement for safety compliance
7.7.2 Eversource "Rules to Live By"	• Added influence of outcome from incident analysis
8.1.4 Contractor Project Health and Safety Work Plans	• Requirement to include on-site availability of HASP, JHA, Job Brief
8.3 Safety Professional Oversight 8.3.1.1 and 8.3.1.2 and 8.3.2	• Definition of Safety Professional added to definitions section • Included reporting requirements and clarification to ensure both primary and sub-contractors are in head count
9.2 Contractor Safety Related Incidents Section 9.2.1.1 and 9.2.1.2	• Associated a time frame of 6 months and 12 months
11.1 Job Safety Briefings Section 11.1.1.4	• Incorporates the effect of changing conditions at site or relocation of crew and/or crew originally defined activity
11.4 Personal Protective Equipment (PPE) General Requirements 11.4.1.5 and 11.4.1.6	• Added Class 3 vest requirement • Included the PPE requirement when operating a chain saw and power trimming equipment

Revision 1 – Effective Date – 05/01/2021	
Section Modified	**Description of Modification**
11.8.3 Hot Work	• Expanded to include sections 11.8.3 related to complying with local regulations and 11.8.4 to include hot work permit reference on tailboard
11.9.8.1 Lifting & Hoisting	• Included language describing that tip setting a pole with a second piece of equipment would not constitute a "critical pick plan"
11.10.8 Trenching & Excavations	• Changed 3-foot egress means requirement to 4 feet.
12 Verification of Compliance with Contractor Safety Standard 12.1 Contractor safety professional and Contractor supervision work observation program	• Changed to Verification of Compliance • Changed to Contractor Safe Work Observations
13 Ensuring Continuous Improvement Section 13.1	• Removed section on "Plan-do-check-act" • Changed Contractor Safety Performance Corrective action to Eversource – Contractor Benchmarking
General Document replacement	• Replaced Contractor Safety Standard with Contractor Safety Policy

Revision 2 – Effective Date – 04/01/2024	
Section Modified	**Description of Modification**
Attachments	• Revised Contractor High Hazard Assessment Criteria
Executive Summary	• Revised to align with Eversource expectations of a safe and healthful workplace.
4 - References	• Updated hyperlinks
6 - Contractor Classification	• Revised to eliminate stand-alone requirements of a Low-Hazard Contractor and provided exceptions to what a Low-Hazard Contractor needs to follow.
7.1 – ISNETWORLD (7.1.2, 7.1.3, 7.1.4)	• Incorporated use of "Approved" / "Non-Approved" versus grade scoring for contractor authorization to work on system. • Added in a negative waiver matrix for At-Fault events for consideration in contractor scoring process (SIF-A/SIF-P/Switching & Tagging Error). • Included process for classification of SIF-A / SIF-P / Switching & Tagging Error. • Included periodicity of negative variance waiver. • Included responsibility of Prime-Contractors for Sub-Contractors.
7.3 – Contractor Requirements	• Updated language to reflect requirements

7.4 – Alcohol, Controlled Substances, and Weapons	• Updated language around controlled substances and compliance with 49 CFR Part 40.
7.6 – Safety Work Rule Compliance	• Updated Eversource contact and violation expenses.
7.7 – Eversource "Rules to Live By"	• Added Contractor requirement in additional costs or delays.
8.1 – Contractor Project Health and Safety Work Plan (HASP)	• Added timeframe to submit HASP
8.2 Pre-Construction Meeting	• Added additional items for review
8.3.3 – Weekly Report	• Added weekly report submittals for High-Hazard work.
8.4 – Contracted Helicopter Services	• Added requirements for Pre-Flight meeting. • Added topics to be covered.
8.5 – Emergency Response/Medical	• Added requirement for minimum class of first aid kit.
9 – Incident Reporting and Analysis	• Added timeframes for reporting and producing preliminary and final incident analysis.
9.2 – Contractor Safety Related Incidents	• Revised responsibility of Prime-Contractor and variance process with Sub-Contractors
Section 11.3.3 Arc Flash	• Added requirements for arc flash values to known on job sites with arc flash exposure. • Added process to obtain values.
11.3.4 – Grounding	• Added Eversource standard requirements for various grounding applicability's.
11.3.7 – Substation Work Area Identification (SWAI)	• Added requirements for a substation work area identification when applicable.
11.3.16 – Tree Work Pole Banners	• Updated tree pole banner language for applicability.
11.4.2 – Personal Protective equipment General requirements	• Changed cut level from A6 to A4.
11.4.5 – Minimum Arc Rated Clothing	• Added in section 1.4.5.1 related to PPE for working aloft when arc energy is > 9cal/$cm^{2.}$
11.4.8 - Rubber Gloves and Sleeves	• Updated section to include minimum Class 2 glove use while grounding due to induction hazards. • Added Class 2 requirement for joining conductors on the ground due to induction hazards.
11.5 – Smoking/Vaping	• Added vaping to prohibited list.
11.6 – Confined Space Entry	• Added entry requirements for testing and team duties.
11.8.2.1 - Hot Work	• Added hot work permit retention.
11.8.4.1 – Hot work fire watches	• Added in reference to Local Guidelines for length of time
11.10 – Trenching & Excavations	• Added requirements around locating technology use and soft digging work practices.
11.18 – Walks and Roadways	• Changed coordination requirement to City/Town officials.

11.23 Life Safety Systems	• Added process for Life Safety System disabling
13.1 – Eversource Contractor Benchmarking	• Removed various non-applicable details and limited to 13.1.1.
Definitions	• Added definitions for HASP / HOP / SIF-A / SIF-P / Switching & Tagging Error.
Attachment 2	• Changed from “High Risk” to “High Hazard”

Attachment 1 Definitions

Term	Definition
Competent Person	Is someone capable of identifying existing and predictable hazards in the surroundings or working conditions that are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them
Contractor Representative	The representative of Contractor designated to serve at the applicable Site as a full-time project manager, who shall be responsible for planning, scheduling, updating, and reporting on the applicable Work Schedule. Each Contractor Representative shall be authorized to act on behalf of, and otherwise bind, Contractor and receive direct communications from Owner. Each Contractor Representative shall be available (and Contractor shall appoint, in writing, an alternate contact) on a continuous basis, 24 hours per day, seven days a week.
Contractor Classification	Contractors will be classified, by hazard, into either a High or Low category and must meet the requirement based on the hazard category.
Contractor Safety Policy	This document in its entirety and all referenced attachments and exhibits.
Critical Lift	A hoisting or lifting operation that the company, contractor, or management judges to present an increased level of risk beyond normal lifting activities. Such increased risks may relate to personal injury, damage to property, interruption of production, delays in schedule, release of hazards to the environment, equipment capacity, etc.
Eversource	Eversource Energy Service Company or "Owner" a Connecticut corporation, for itself or as agent for one or more of its Affiliates.
Eversource Representative	With respect to a Project, the representative of Owner designated pursuant to the Agreement.
Health and Safety Plan (HASP)	A site-specific plan to describe all potential hazards of the work site, along with controls and work practices selected to minimize those hazards.
Host Employer	Defined as "Eversource" in this document, is the employer that operates or controls the systems.
Hot Work	Any evolution that involves the use of burning, welding, or brazing equipment, explosives, open flames, grinders, and any other activity that produces a flame, spark, or excessive heat.
Human and Organizational Performance (HOP)	A safety philosophy based on the key principles that 1) people make mistakes, 2) blame fixes nothing, 3) context drives behavior, 4) learning and improving are vital, and 5) a leader's response matters.
Life Safety Systems	Systems and devices that help ensure the safety of a building's occupants during an emergency such as a fire, earthquake, security break-in, gas leak, or power failure. Examples of life safety systems include:

	• Fire sprinklers / suppression systems • Fire alarm and detection systems • Fire extinguishers • Central station monitoring • Emergency and exit lighting • Notification and Intercoms
Incorporated Rules and Procedures	Those documents that are incorporated by reference in the Eversource Contractor Safety Requirements may be updated from time to time and are available on the Owner's Website.
Information	All Intellectual Property, applicable Agreement Documents, Scope of Work, computer software and documentation, studies, data and databases, reports, documents, designs, plans, drawings, calculations, specifications, and other documents and information arising out of and/or produced in connection with any of the Work for each Project, all in whatever form or media.
Order	The document issued by Owner for specific work, which shall be either: (a) a Purchase Order for any procurements by Eversource; provided however, that the default Purchase Order General Terms and Conditions referenced in the Owner's Purchase Order(s) shall be excluded from the Agreement to which these General Terms and Conditions are attached, are hereby deleted and shall not bind either party; or (b) a Purchase Order or Agreement form, for any procurements by any Eversource Affiliate provided however, that the default Purchase Order General Terms and Conditions referenced in the Purchase Order or Agreement form shall be excluded from the Agreement to which these General Terms and Conditions are attached, are hereby deleted and shall not bind either party. Any additional or conflicting terms and conditions in Contractor's confirmation thereof, or Contractor's documentation, including invoices, are hereby expressly rejected and excluded from the Agreement, are inapplicable to the Agreement, shall not be considered part of the Order(s), and shall be of no force and effect.
Occupational Safety and Health Administration (OSHA)	The United States Occupational Safety and Health Administration or any successor agency thereto.
Owner or Eversource	The corporation that is the contracting party who has retained the Contractor's services and/or the owner of the facilities on or for which Contractor is performing the contracted duties. The companies who fall within this definition may include, but are not limited to, The Connecticut Light and Power Company, NSTAR Electric Company Public Service Company of New Hampshire, Yankee Gas Services Company, NSTAR Gas Company, Eversource Gas Company of Massachusetts, and Hopkinton LNG Corp., and Eversource Energy Service Company, Aquarion Water Company, which may act as authorized agent for any of the aforementioned corporations.

Owner's Website	Collectively, the Owner's website and Owner's File Transfer Protocol (FTP) site that stores the most current versions of certain Agreement documents such as Incorporated Rules and Procedures, certificates, forms, work protocols and rules, policies, guidelines and such documents with relevant to the Services and Work that will be made available to Contractor upon Contactor's execution of the Confidential Information Agreement.
Owner or Eversource Representative	With respect to a Project, the representative of Owner designated pursuant to the Agreement.
Party	Either Contractor or Owner and "Parties" shall mean both of them.
Pre-existing Hazardous Materials	Hazardous Materials existing at a Site prior to commencement of the Work; excluding any and all Hazardous Materials managed, used, stored, generated and/or otherwise brought onto or released from a Site by Contractor, any Subcontractor and/or any of their respective agents or employees.
Prime-Contractor	The prime contractor is responsible for the completion of a project under contract with the owner. The prime contractor must complete the project and can hire multiple subcontractors to do so. The prime contractor is responsible for the compliance with project safety.
Project	Any particular project that may, in the exercise of Owner's sole discretion, be awarded under the Agreement to Contractor, as may be more particularly described in the applicable Work Release, Purchase Order or Project-Specific Agreement.
Purchase Order (PO) or Purchase Order Release	A purchase order, blanket purchase order, release or contract, in each case in the form and on such terms as determined by Owner in its sole discretion that is issued by Owner's Procurement department and is used as an invoicing and payment vehicle.
Request for Proposal (RFP)	With respect to a Project, the request for proposals issued to bidders by Owner via Owner's bidding processes, systems or other methods solely at the discretion of Owner in accordance with Owner's requirements for engaging Contractors and providing for bids on the basis of a fixed and/or unit price.
Safety Professional	Safety Professionals are persons who perform at least 70% of professional level safety duties including making worksite assessments to determine risks, potential hazards and controls, evaluating risks and hazard control measures, investigating incidents, maintaining and evaluating incident and loss records, and preparing emergency response plans. Other duties could include hazard recognition, fire protection, regulatory compliance, health hazard control, ergonomics, hazardous materials management, environmental protection, training, accident and incident, investigations, advising management, record keeping, emergency response, managing safety programs, product safety and/or security.

Scope of Work	A written description of the Work to be performed and collectively, the information, engineering data, job instructions, plans, project drawings, including design, development and construction drawings, technical specifications, computer software, plans, studies, data, reports, calculations, specifications, engineering data and conditions, and any environmental information on any Pre-Existing Hazardous Materials, including civil, environmental, electrical and mechanical specifications describing the Work on a Project, all as may be set forth in the applicable Work Release or Project-Specific Agreement. "Scope of Work" shall mean, with respect to a Project, all drawings, including design, development and construction drawings, technical specifications, computer software, plans, studies, data, reports, calculations, specifications, engineering data (including that furnished pursuant to the applicable Scope of Work), and other documents that describe the Work and are developed pursuant to the Agreement Documents.
Serious Injury and Fatality (SIF) Actual (A) – SIF A	A life altering injury/illness, life threatening injury/illness or a fatality. Eversource follows Edison Electric Institute (EEI) Serious Injury and Fatality (SIF) Criteria for classification guidelines.
Serious Injury and Fatality (SIF) Potential (P) – SIF P	A high-energy incident that did not result in a serious injury or fatality; however, did not have a direct control present and exposed a worker to the high energy within 6' or exposed the worker when there is restricted egress from the energy source.
Site	The location(s) at which any of the Work on a Project is to be performed. A site may include Owner's property, Owner rights-of-way, or other property not owned by Owner where Work or any other work related to a Project is to be performed, as may be more particularly described in any applicable Agreement Documents.
Sub-Contractor	The subcontractor enters into a contract to complete work for the prime contractor.
Switching & Tagging Error	An undesirable consequence of injury, equipment damage or outage resulting from either human action (or inaction) or system conditions, as related to switching activities.
Trench	Defined as an excavation that is deeper than it is wide.
Subcontractor	Any Third-Party supplying services, materials, supplies, equipment and/or facilities, of whatever nature or tier to Contractor to meet the requirements of the applicable Agreement Documents with respect to a Project or Work Release.
Work Protocols	The Owner's Work protocols for the Project(s) as referenced in the Master Service Agreement, as the same may be amended from time to time by Owner effective upon notice to Contractor.

Work Release	The agreement that (a) may be entered into by the Parties with respect to a Project, or (b) will result from a Purchase Order, release, time sheet(s) (only for use for Distribution Services authorized by Owner for ERP Work and Trouble/Non-ERP Work), Work Release or other documentation issued and/or approved by Owner, in each case in the form and on such terms as determined by Owner in its sole discretion.

Attachment 2
Contractor High Hazard Assessment Criteria

Category	Description of Work
High Hazard	• Work directly on transmission, distribution, substations, and electrical systems. • Work directly on gas pipeline/system. • Work directly on Liquified Natural Gas (LNG) or Liquified Propane Gas (LPG) systems. • Work involving Excavation, Trenching, or Shoring • Hot Work (ex. Welding, Cutting, etc.) • Work involving the use of Heavy Equipment (ex. Forklift, Backhoe, Dump Truck, Mobile Crane, Personnel lift, Vehicle Lifts, etc.) • Work involving Regulated Materials (ex. Asbestos, Lead, explosives, etc.) • Work involving Confined Spaces • Work involving Fall Protection • Work involving Electrical Safety or Lockout/Tagout • Work involving Helicopters • Work involving demolition or structural alterations • Work involving water or other liquids that pose a hazard of drowning • Any work where Eversource identifies a hazard of potential Serious Injury or Fatality (SIF)

Attachment 3
Sample Safety Questionnaire for Prospective Contractors

Eversource Safety Questionnaire for Prospective Contractors
(To be submitted as part of Contractor's proposal)

Contractor Name:	
Inquiry #:	
Location/Job:	
Project Name or Description:	

Note: An oral presentation may be requested pertaining to the response to the following questions prior to the awarding of the contract or the start of work.

A. **Refer to the following Attachments and enter the applicable information:**

A-1. Attachment 3, "Contractor OSHA-300 Log and Experience Modification Rate Summary"

A-2. Attachment 4, "Contractor Safety, Health and Environmental Enforcement Summary"

B. **Provide a specific written response to each of the following questions about your occupational safety and health programs. If not applicable, state the reason why. :**

B-1. How your on-site supervisors are held accountable for safety and health performance & how this performance is monitored, assessed, and communicated to them.

B-2. How your safety and health programs apply to subcontractors, and how you assure successful implementation of and compliance with these programs.

B-3. How often safety and health meetings are conducted, who presents and attends the meetings, and how the topics are selected.

B-4. Your incident analysis procedures and the types of incidents that are analyzed. Attach copies of the incident analysis forms/reports that will be used.

B-5. Your disciplinary action procedure that addresses safety and health related infractions.

B-6. Your policies and programs relating to alcohol, controlled substances, and firearms.

B-7. Your hearing conservation program (if noise levels are expected to exceed 85 dB (A)).

B-8. How often job hazard assessments and/or pre-job safety briefings are conducted.

B-9. Has your firm been directed by a Eversource Representative to stop work on any project on Eversource Property due to safety issues? If so, please describe.

C. **Provide a specific, written response which summarizes your occupational safety and health programs as they apply to the proposed work. If not applicable, state the reason why.**

C-1. A narrative that identifies what you perceive to be the significant safety and health hazards of the work and your plan to eliminate or minimize the potential for an incident that could result in an occupational injury, illness incident.

C-2. Your occupational safety and health environmental staffs and their involvement in the proposed work.

C-3. A list of the types of safety equipment you anticipate will be used, including personal protective equipment (PPE).

C-4. Your initial employee safety and health orientation program for the proposed work.

C-5. The types of safety and health training your workforce has received or will receive as part of the proposed work.

C-6. The manner in which safety and health inspections will be performed, a list of who will perform them, and the proposed frequency of the inspections.

C-7. The safety incentive program (if you anticipate using one).

D. Other:

D-1. Does your firm currently participate in an OSHA Voluntary Protection Program where your management, labor, and OSHA has established a cooperative relationship and have implemented a comprehensive safety and health management system?

D-2 Does your firm currently participate in an OSHA Alliance and/or Strategic Alliance Program?

D-3 Does your firm currently participate in the EEI Contractor Safety Program?

D-4 Contractors are required to complete a Safe Work Plan for each phase of the job which they have bid. A sample Safe Work Plan must be submitted for evaluation as a part of the bid and prior to work commencing Safe Work Plan's for each phase of the work must be submitted to Eversource. These plans will include: project specific work rules which will be followed, a list of JHA's which identify the hazards that could be expected, actions to be taken to eliminate or control exposures to these hazards, emergency contacts, and employee signatures to ensure the plan has been properly communicated to all employees on the project. In some cases, this may also require that a Contractor develop a site specific safety plan for the work and/or assign a person with full-time or collateral safety oversight responsibilities.

E. Attach the following documentation (including this form) to th2 submittal:

E-1. Contractor OSHA-300 Log and Experience Modification Rate Summary (Attachment 3)

E-2. Contractor Safety, Health, and Environmental Enforcement Summary (Attachment 4)

E-3. A copy of your written safety policies as endorsed by your top management.

E-4. A copy of your safety and health manuals. If submitted in past year for a job at this same site, note the date, project, and the latest change to the manual(s). Include any changes made since the submission.

E-5.

Attachment 4
Sample Contractor OSHA-300 Log and Experience Modification Rate Summary

Contractor OSHA-300 Log and Experience Modification Rate Summary

Contractor Name:	
Inquiry #	

Please provide your actual injury and illness data as developed from your OSHA-300 logs, and your Experience Modification Rates (EMR) assigned by the National Council on Compensation Insurance (NCCI), for the past three calendar years.

Year	Total hours worked (from OSHA-300A)	Number of cases (from OSHA-300 Log)				Total Recordable Rate (Note 1)	Days (from OSHA-300 Log)		EMR (Note 2)
		(G) Death	(H) Days away from work	(I) Job transfer or restriction	(J) Other recordable		(K) Days away From work	(L) Days of on job Transfer or restriction	
3 yrs. ago 20___									
2 yrs. ago 20___									
1 yr. ago 20___									
This year to date 20___									

Note (1): To calculate Total Recordable Rate, add columns G+H+I+J and use the following formula:

Incident Rate = (N/H) x 200,000

Where: N = number of cases
H = total hours worked by all employees during the year (from OSHA Form 300A)
200,000 = base for 100 full-time workers (40 hours/week, 50 weeks/year)

Note (2): Provide explanation if using a non-NCCI rating.

Attachment 5
Sample Contractor Safety and Health Enforcement Summary

Contractor Safety and Health Enforcement Summary

Contractor Name:	
Inquiry #	

1. During the 3 years immediately preceding submission of this proposal, has the Contractor (Company, Principals, or Senior Management) been convicted in any jurisdiction of a criminal violation of any health or safety laws or regulations?

   Yes ❑ No ❑

2. During the 3 years immediately preceding submission of this proposal, has a civil penalty or fine been imposed upon the contractor in any state or federal administrative or judicial proceeding for any violation of health or safety laws or regulations?

   Yes ❑ No ❑

3. During the 3 years immediately preceding submission of this proposal, has any state, federal or local judicial or administrative agency issued any notice of violation or non-compliance order (including consent orders) or judgment (or similar action) to the contractor concerning a violation of any health or safety laws or regulations?

   Yes ❑ No ❑

   If you answered yes to any of the questions above, you are required to complete the table below to describe the violations identified in the proceeding three questions. If you answered "NO" to the questions above, please write the word "NONE" in the table below.

Type of Action	Date	Jurisdiction	Case/Docket/ Order No.	Fines/ Description of Violation

*Additional pages may be attached to complete this table

Attachment 6
Contractor Project Safety Work Plan Requirements

The following list of items (not all inclusive) shall be used to develop the necessary **Contractor** Health and Safety Plan(s) (HASP):

Roles and Responsibilities:

The plan shall identify who is responsible for the project oversight and their qualifications. For example, if the work requires excavation, there must be someone on-site who would be qualified as a Competent Person.

For multi-employer worksites, the **Contractor** is responsible for all their employees and subcontractors. The safety plan shall clearly state this responsibility.

Scope of work:

Briefly state the scope of work as provided by Eversource. The Safety Plan must specifically address the project or services requested by Eversource. Safety Plans should be short and-to-the-point.

Identification/Assessment:

Perform a Job Hazard Assessment and identify all significant tasks and the anticipated hazards associated with completing each phase of the project.

Ensure the cost to provide adequate safety measures and to comply with all Eversource requirements is considered and budgeted in the bid/proposal.

Hazard mitigation:

For each hazard, specify measures that will be taken to mitigate these hazards.

Ensuring Compliance:

Explain how the **Contractor** and its employees and subcontractors will achieve safety compliance.

Environmental Compliance:

Ensure any anticipated environmental risks, based on the scope of the work, are addressed.

Attachment 7
Contractor Safety Awareness Training and Management Certification

This form (or equivalent) provides:

1. Verification that all Contractor and subcontractor individuals have received awareness training on the Eversource Contractor Safety Policy and any other actual or potential safety issues pertaining to the work they will perform.
2. Certification that the Contractor and subcontractors have the appropriate qualifications to perform the work and their agreement to comply with all applicable Eversource Contractor Safety Policy.

Awareness Training Documentation

Ensure all Contractor personnel clearly understand the following Eversource Contractor Safety Policy and agree to apply them at all times when working on Eversource property:

- Contractor Safety Policy
- Jobsite hazards and barriers/controls
- Electrical hazards barriers and controls
- Personal accountability and limitation

COMPANY NAME:	**CONTACT NAME:**	**PHONE NUMBER:**

PROJECT/JOB/PURCHASE ORDER NUMBERS

NAME	DATE	NAME	DATE
1.		11.	
2.		12.	
3.		13.	
4.		14.	
5.		15.	
6.		16.	
7.		17.	
8.		18.	
9.		19.	
10.		20.	

NOTE: *This form (or equivalent) shall be maintained and provided to Eversource Representative upon request.*

Contractor Management Representative: Sign and date below to indicate that all of the personnel listed above have: (1) Been made aware of the Eversource Contractor Safety Policy; (2) Have the appropriate qualifications to perform the work; (3) Agree to comply with applicable Safety Policy.

_____ _____ _____ _____

Print Name Sign Name *Title* *Date*

Attachment 8
Live-Line Work Minimum Approach Distances

Table A – Live-Line Work Minimum Approach Distance for Qualified Employees

Nominal Voltage Phase-to-Phase (V)	**Phase to Ground Exposure Minimum Approach** (Distance in ft/in)	**Phase-to-Phase Exposure Minimum Approach** (Distance in ft/in)
50 to 300	Avoid Contact	Avoid Contact
301 to 750	13.1”	13.1”
751 to 5,000	2’1”	2’1”
5,001 to 15,000	2’2”	2’3”
15,001 to 36,000	2’7”	2’11”
36,001 to 46,000	2’10”	3’3”
46,001 to 72,500	3’4”	4’
72,600 to 121,000	3’4”	4’3”
121,001 to 145,000	3’10”	4’10”
145,100 to 169,000	4’4”	5’5”
230,000	5’3”	7’6”
345,000	8’6”	12’6”

Table C – Live-Line Work Minimum Approach Distance for Non-Qualified Employees*

Nominal Voltage Phase-to-Phase (V)	**Minimum Approach Distance** (ft)
0 to 50kV	10’
69kV	11’
115kV to 138kV	13’
345kV	20’

* A non-qualified employee is an employee who is not trained to work on or near energized lines and equipment.

Attachment 9
Sample Hot Work Permit

Permit expires within 24 hours- with a 6-day extension limit – Revalidation must occur every day before work occurs. Post Permit at location of hot work.

Issue Date /Time		Column Number/Elevation	
Location / Description		Work Order Number	
Equipment Name		Type of work to be done (Welding, Cutting, grinding)	
Responsible Person Signature		Special Precautions: Yes ❑ No ❑ If yes, what are they?	
Authorizing Person Signature			

ATTENTION: The employee performing Hot Work shall inspect the work area and confirm that precautions have been taken to prevent fire. Post Permit at work site.	Enter date for each day						
PRECAUTIONS	Check (each day): Y / N / N/A						
Sprinklers operable (if applicable) or Fire Extinguishers within close proximity.							
Are the LEL levels monitored and acceptable?							
Piping and vessels have been purged of explosive/toxic gases?							
Appropriate LO/TO Clearance requirements have been utilized?							
WITHIN 35 FT OF WORK							
Floors swept clean of combustibles							
Combustible floors wet down, covered with damp sand, metal, or other shields							
All wall and floor openings covered and/or suspended beneath work to collect sparks as appropriate							
WALLS / CEILINGS							
Combustible Walls/Ceilings: Fire-resistant shields shall be used.							
Noncombustible Walls: Combustible materials located on opposite side must be relocated away from the hot work area. If the material cannot be moved, a fire watch must be stationed on the opposite side from the work.							
DUCTS / CONVEYORS SYSTEMS							
Nearby ducts and conveyor systems have been shut down or protected to prevent conveying of sparks or flames to other areas.							
PIPES							
If pipe to be cut or welded is in contact with a combustible structure i.e., wall, ceiling, partition or roof. A fire watch must be posted on the opposite side of the structure.							
CYLINDERS							
Are they legible marked with all required labeling?							
Are all the connections, torches, and cylinders free of oil and grease?							
Are the hoses free of wear/defects that prevent it being used safely?							
Are regulators for the proper gas and pressure as required?							
Are the flashback arresters provided on the torch or regulator ends?							
Are the cylinders secure and located away /protected from falling sparks and electrical circuits?							
FIRE WATCH							
Hot Work Permit posted at work site?							
Is there proper PPE in use for the fire watch?							
Supplied with extinguisher and/or small hose or fire suppression equipment?							
Trained in use of equipment and in sounding fire alarm?							
SIGNATURES: 1. This area is for the person who is authorizing the hot work after 24 hours permit expires, the authorizing and responsible person must verify that the area has been inspected and initial each consecutive day if the permit is to be extended.							
2. The actual work area and all adjacent areas (including floors above and below and opposite sides of walls) to which sparks/heat may have spread were inspected for the duration of 30 minutes after the actual work was completed. **Required Documentation**: Each day the Fire Watch must sign in these blocks documenting the inspected areas were found to be fire safe.							

Return the completed Hot Work Permit to Issuing Supervisor who shall maintain this record for two (2) weeks.

Attachment 9
Sample Hot Work Permit

Hot Work Permit Log					
Authorized By	**Responsible Person**	**Contractor Name**	**Location of Work**	**Date Issued**	**Date Completed**

Supervisor shall maintain this log for one (1) calendar year.