

Clearheart Construction Co., Inc.

Fit For Duty

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It is expected, as a condition of employment, that all employees are mentally, physically, and emotionally fit for duty when they arrive on the job site.

Different job functions require different sets of job skills as well as different physical capabilities.

Pre-employment physicals:

As part of the hiring process, pre-employment physical examinations will be given, at our expense, to ensure employees are physically capable of performing their job function. The licensed health care professional performing the physical examinations will be given information on the type of work to be performed and the environment in which it will be performed.

Pre-employment drug and alcohol testing:

Pre-employment drug and alcohol testing will be performed at a licensed testing site that follows the procedures prescribed by the US Department of Transportation [or as directed by the contractor for whom we are working].

Post-employment physicals:

When changing into certain job functions and/or different environments, physical examinations will be given that address the specific physical requirements of that new job function or environment.

These types of physical examinations would address employees who are exposed to the below hazards in the line of their work:

- Acrylonitrile
- Arsenic (Inorganic)
- Asbestos
- Benzene
- Bloodborne Pathogens
- 1,3-Butadiene
- Cadmium
- Suspected Carcinogens
- Chromium(VI), Hexavalent Chromium
- Compressed Air Environments
- 1,2-dibromo-3-chloropropane

- Ethylene Oxide
- Formaldehyde
- HAZWOPER Operations
- Lead
- Methylene Chloride
- Methylenedianiline
- Noise
- Respiratory Protection
- Vinyl Chloride

The above list is not all inclusive. Additionally, many of the above hazard exposures require a complete medical surveillance program.

The licensed health care professional performing the above physical examinations will be given information on the type of work to be performed, the environment in which it will be performed, and the **appropriate standards that address the job functions or environment.**

Additional Drug Testing:

Post-accident drug testing will be administered as well as random drug testing as prescribed by the host employer.

Note: As a matter of company policy, all of our job sites are to be “drug free”.

With the exception of over the counter drugs such as aspirin or drugs prescribed by a physician, there shall be no drugs or alcohol on any job site. Alcohol and drug abuse cause an unacceptable level of safety hazard not only for the offending employee, but for others in the vicinity. Those found to be under the influence of drugs and/or alcohol will be immediately removed from the job site by the competent person and further disciplinary action will be taken by the Safety Director.

Employees taking prescription medication [including non-prescription medication such as over-the counter cold, flue, or allergy medicine] that reduces motor skills must report this to their supervisor for appropriate work assignment.

Skills Training:

The Safety Program administrator will ensure that employees have adequate training to perform their assigned tasks. If additional training is required, it will be provided at no cost to the employee. Examples would include the new training requirements for Crane Operators and Riggers [Subpart CC – Cranes and Derricks in Construction, 29 CFR 1926.1427], welding, instrumentation, scaffold building, equipment operator qualifications, respirator fit test, etc..

Employee Responsibilities:

Employees are responsible for ensuring they are physically and mentally fit to perform their job functions safely. Employees are expected to take responsibility for their own safety.

Employees will report for work in a mental and physical condition that will allow them to perform their job assignments in a safe manner that will not put themselves nor their fellow workers at risk. If during the work day an employee determines that he/she is fatigued or unable to continue work in a safe manner, he/she should report this to the supervisor.

Employees will not deviate from our established safe work procedures which are in compliance with local, state, and federal standards. Examples would include permit-required confined space entry, control of hazardous energy, PSM, electrical safety, operator safety, etc..

Supervisor Responsibilities:

As part of their daily routine, supervisors will monitor employee activities and behaviors to ensure they are, in fact, fit to work.

Employee found not to be fit for work will be removed from the job site and be subject to disciplinary action.