**HAZWOPER Safety and Health Program**

**29 CFR 1910.120—HAZWOPER**

***Scope/Application:***  *This standard requires a Safety and Health Program if employees are involved in clean-up operations involving hazardous substances (paragraph (b)-(o); operations at a treatment, storage, and disposal facility (paragraph (p), or have employees involved in emergency response (paragraph (q).*

*The following standards are referenced in* [*29 CFR 1910.120—HAZWOPER*](https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.120)*:*

* *29 CFR 1910.38—Emergency Action Plan*
* *29 CFR 1910.165—Employee Alarm Systems*
* *29 CFR 1910.134—Respiratory Protection*
* *29 CFR 1910.1020—Access to Employee Exposure and Medical Records*
* *29 CFR 1910.1200—Hazard Communication*

***Note:*** *29 CFR 1910.120—HAZWOPER requires an Emergency Action Plan that meets the requirements of 29 CFR 1910.38—Emergency Action Plan if employees are to evacuate only. An employee alarm system must meet the requirements of 29 CFR 1910.165—Employee Alarm Systems. 29 CFR 1910.120—HAZWOPER references 29 CFR 1910.134—Respiratory Protection for employees that wear respirators. 29 CFR 1910.1020—Access to Employee Exposure and Medical Records requires medical records to be retained for duration of employment plus 30 years and exposure records for 30 years. 29 CFR 1910.120—HAZWOPER requires training that meets the requirements of 29 CFR 1910.1200—Hazard Communication be implemented.*

***Standard Requirements for 29 CFR 1910.120—HAZWOPER:***

* ***Programs/Plans:*** *HAZWOPER Safety and Health Program, Emergency Response Plan, New Technology Program, Air Monitoring Program, Decontamination Program, Material Handling Program, Medical Surveillance Program, Training Program*
* ***Procedures/Practices/Controls:*** *Work practice controls, exposure monitoring procedures, inspection procedures (Include in your HAZWOPER Program); material handling procedures (Include in your Materials Handling Program)); new technology (Include in your New Technology Program)); decontamination procedures (Include in your Decontamination Program), site control procedures (Include in your Site Control Program), PPE procedures (Include in your PPE Program)*
* ***Training:*** *Initially, annually*
* ***Inspections:*** *Prior to handling, regularly*
* ***Recordkeeping/Documentation:*** *Programs, plans, training, medical surveillance*

***Note:*** *Reference 29 CFR 1910.120—HAZWOPER to ensure that all the standard requirements are being met.*

***Example Program:*** *The following example program should be modified to be site-specific to your organization.*

**HAZWOPER Safety and Health Program**

**Organizational Structure**

The organizational structure establishes our specific chain of command and specifies the overall responsibilities of supervisors and employees. It will be reviewed and updated as necessary to reflect status of site operations.

The supervisor who has the responsibility and authority to direct all hazardous waste operations for our location is:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The site safety and health supervisor who has the responsibility and authority to develop and implement the site safety and health plan and verify compliance is:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Personnel needed for hazardous waste site operations and emergency response and their general functions and responsibilities is below:

**Employee Name Function/Responsibility**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Lines of authority, responsibility, and communication are listed below:

**Employee Name Authority/Responsibility Communication**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Workplan**

The following clean-up activities are anticipated at this worksite:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The following operating procedures are expected at this worksite:

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The following work tasks and objectives will be accomplished using the identified methods:

**Work Task/Objective Method of Accomplishment**

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The following personnel are responsible for the implementation of this workplan:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Training**

All employees working on site exposed to hazardous substances, health hazards, or safety hazards and their supervisors and management responsible for the site will receive initial training before they are permitted to engage in hazardous waste operations that could expose them to hazardous substances, safety, or health hazards, and refresher training.

The positions that will receive this training include (such as but not limited to equipment operators, general laborers, and others):

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

General site workers engaged in hazardous substance removal or other activities which expose or potentially expose workers to hazardous substances and health hazards will receive a minimum of 40 hours of instruction off the site, and a minimum of three days actual field experience under the direct supervision of a trained experienced supervisor.

The positions that will receive this training include (such as but not limited to equipment operators, general laborers, and supervisory personnel):

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Workers on site only occasionally for a specific limited and who are unlikely to be exposed over permissible exposure limits and published exposure limits will receive a minimum of 24 hours of instruction off the site, and the minimum of one day actual field experience under the direct supervision of a trained, experienced supervisor.

The positions that will receive this training include (such as, but not limited to, ground water monitoring, land surveying, or geophysical surveying):

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Workers regularly on site who work in areas which have been monitored and fully characterized indicating that exposures are under permissible exposure limits and published exposure limits where respirators are not necessary, and the characterization indicates that there are no health hazards or the possibility of an emergency developing, will receive a minimum of 24 hours of instruction off the site, and the minimum of one day actual field experience under the direct supervision of a trained, experienced supervisor.

The positions that will receive this training include:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

On-site management and supervisors directly responsible for, or who supervise employees engaged in, hazardous waste operations will receive 40 hours initial training, and three days of supervised field experience.

The positions that will receive this training include:

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Employees and supervisors that have received and successfully completed the training and field experience will be certified by the instructor or the head instructor and trained supervisor as having completed the necessary training. A written certificate will be given to each person so certified.

Each of the above groups of employees will receive 8 hours of annual refresher training.

**Informational Program**

We will inform all employees, contractors, and subcontractors (or their representative) engaged in hazardous waste operations of the nature, level, and degree of exposure likely as a result of participation in such hazardous waste operations before work is performed.

Any information concerning the chemical, physical, and toxicologic properties of each substance known or expected to be present on site that is available and relevant to the duties an employee is expected to perform will be made available to the affected employees prior to the commencement of their work activities.

**Personal Protective Equipment**

Personal protective equipment (PPE) will be selected and used which will protect employees from the hazards and potential hazards they are likely to encounter as identified during the site characterization and analysis.

Personal protective equipment selection will be based on an evaluation of the performance characteristics of the PPE relative to the requirements and limitations of the site, the task-specific conditions and duration, and the hazards and potential hazards identified at the site.

Positive pressure self-contained breathing apparatus, or positive pressure air-line respirators equipped with an escape air supply will be used when chemical exposure levels present will create a substantial possibility of immediate death, immediate serious illness, or injury, or impair the ability to escape.

Totally encapsulating chemical protective suits (protection equivalent to Level A protection) will be used in conditions where skin absorption of a hazardous substance may result in a substantial possibility of immediate death, immediate serious illness, or injury, or impair the ability to escape. Totally encapsulating suits will be selected to protect employees from the hazards which are identified during site characterization and analysis. Totally encapsulating suits will be capable of maintaining positive air pressure. Totally encapsulating suits will be capable of preventing inward test gas leakage of more than 0.5 percent.

The level of protection provided by PPE selection will be increased when additional information or site conditions show that increased protection is necessary to reduce employee exposures below permissible exposure limits and published exposure levels for hazardous substances and health hazards

Protective clothing and equipment will be decontaminated, cleaned, laundered, maintained, or replaced as needed to maintain their effectiveness.

**Air Monitoring Program**

Monitoring will be performed where there may be a question of employee exposure to hazardous concentrations of hazardous substances to assure proper selection of engineering controls, work practices and personal protective equipment so that employees are not exposed to levels which exceed permissible exposure limits, or published exposure levels if there are no permissible exposure limits, for hazardous substances.

Air monitoring will be used to identify and quantify airborne levels of hazardous substances and safety and health hazards to determine the appropriate level of employee protection needed on site.

Upon initial entry, representative air monitoring will be conducted to identify any IDLH condition, exposure over permissible exposure limits or published exposure levels, exposure over a radioactive material's dose limits or other dangerous condition such as the presence of flammable atmospheres, oxygen-deficient environments.

Periodic monitoring will be conducted when the possibility of an IDLH condition or flammable atmosphere has developed or when there is indication that exposures may have risen over permissible exposure limits or published exposure levels since prior monitoring.

Situations where it will be considered whether the possibility that exposures have risen are as follows:

* When work begins on a different portion of the site.
* When contaminants other than those previously identified are being handled.
* When a different type of operation is initiated (e.g., drum opening as opposed to exploratory well drilling.)
* When employees are handling leaking drums or containers or working in areas with obvious liquid contamination (e.g., a spill or lagoon.)

After the actual clean-up phase of any hazardous waste operation commences; for example, when soil, surface water or containers are moved or disturbed; we will monitor those employees likely to have the highest exposures to those hazardous substances and health hazards likely to be present above permissible exposure limits or published exposure levels by using personal sampling frequently enough to characterize employee exposures.

Ionizing Radiation Monitoring. The following monitoring will be conducted during initial site entry when the site evaluation produces information which shows the potential for ionizing radiation or IDLH conditions, or when the site information is not sufficient reasonably to eliminate these possible conditions:

* Monitoring with direct reading instruments for hazardous levels of ionizing radiation.
* Monitoring the air with appropriate direct reading test equipment for (i.e., combustible gas meters, detector tubes) for IDLH and other conditions that may cause death or serious harm (combustible or explosive atmospheres, oxygen deficiency, toxic substances.)
* Visually observing for signs of actual or potential IDLH or other dangerous conditions.
* An ongoing air monitoring program will be implemented after site characterization has determined the site is safe for the start-up of operations.

Risk identification. Once the presence and concentrations of specific hazardous substances and health hazards have been established, the risks associated with these substances will be identified. Employees who will be working on the site will be informed of any risks that have been identified.

Risks to consider include, but are not limited to:

* Exposures exceeding the permissible exposure limits and published exposure levels.
* IDLH concentrations.
* Potential skin absorption and irritation sources.
* Potential eye irritation sources.
* Explosion sensitivity and flammability ranges.
* Oxygen deficiency.

**Confined Space Entry**

Refer to the Permit-required Confined Space Program.

**Decontamination Program**

A specific decontamination procedure will be developed, communicated to employees, and implemented before any employees or equipment may enter areas on site where potential for exposure to hazardous substances exists. The person responsible for detailing the procedures is:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

The following standard operating procedures have been developed to minimize employee contact with hazardous substances or with equipment that has contacted hazardous substances.

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All employees leaving a contaminated area will be appropriately decontaminated; all contaminated clothing and equipment leaving a contaminated area will be appropriately disposed of or decontaminated. Our procedures for this include:

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Decontamination procedures will be monitored by the site safety and health supervisor to determine their effectiveness. If procedures are found to be ineffective, appropriate steps will be taken to correct any deficiencies.

Decontamination will be performed in geographical areas that will minimize the exposure of uncontaminated employees or equipment to contaminated employees or equipment. All equipment and solvents used for decontamination will be decontaminated or disposed of properly.

Protective clothing and equipment will be decontaminated, cleaned, laundered, maintained or replaced as needed to maintain their effectiveness.

*Change Rooms, Showers and Laundry Procedures*

Employees whose non-impermeable clothing becomes wetted with hazardous substances will immediately remove that clothing and proceed to shower. The clothing will be disposed of or decontaminated before it is removed from the work zone. The following procedure will be followed:

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Unauthorized employees will not remove protective clothing or equipment from change rooms.

Commercial laundries or cleaning establishments that decontaminate protective clothing or equipment will be informed of the potentially harmful effects of exposures to hazardous substances. We use:

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Where the decontamination procedure indicates a need for regular showers and change rooms outside of a contaminated area, we will:

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If temperature conditions prevent the effective use of water, then other effective means for cleansing will be provided and used.

**Medical Surveillance Program**

The following groups of employees are covered under the medical surveillance program:

* All employees who are or may be exposed to hazardous substances or health hazards at or above the established permissible exposure limit, above the published exposure levels for these substances, without regard to the use of respirators, for 30 days or more a year.
* All employees who wear a respirator for 30 days or more a year.
* All employees who are injured, become ill or develop signs or symptoms due to possible overexposure involving hazardous substances or health hazards from an emergency response or hazardous waste operation.
* Members of HAZMAT teams.

Medical examinations and consults will be conducted on the following schedule:

* Prior to assignment.
* At least once every twelve months for each employee covered unless the attending physician believes a longer interval (not greater than biennially) is appropriate.
* At termination of employment or reassignment to an area where the employee would not be covered if the employee has not had an examination within the last six months.
* As soon as possible upon notification by an employee that the employee has developed signs or symptoms indicating possible overexposure to hazardous substances or health hazards, or that the employee has been injured or exposed above the permissible exposure limits or published exposure levels in an emergency situation;
* At more frequent times, if the examining physician determines that an increased frequency of examination is medically necessary.
* For employees who may have been injured, received a health impairment, developed signs or symptoms which may have resulted from exposure to hazardous substances resulting from an emergency incident, or exposed during an emergency incident to hazardous substances at concentrations above the permissible exposure limits or the published exposure levels without the necessary personal protective equipment being used.
* As soon as possible following the emergency incident or development of signs or symptoms.
* At additional times, if the examining physician determines that follow-up examinations or consultations are medically necessary.

The content of medical examinations or consultations will be determined by the attending physician. All medical examinations and procedures will be performed by or under the supervision of a licensed physician, preferably one knowledgeable in occupational medicine, and will be provided without cost to the employee, without loss of pay, and at a reasonable time and place.

The physician will provide a written opinion as to whether the employee has any detected medical conditions which would place the employee at increased risk of material impairment of the employee's health from work in hazardous waste operations or emergency response, or from respirator use. It will include their recommended limitations upon the employee’s assigned work, the results of the medical examination and tests if requested by the employee, a statement that the employee has been informed by the physician of the results of the medical examination and any medical conditions which require further examination or treatment.

**Standard Operating Procedures**

We will implement the following safety work practices and standard operating procedures:

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**Spill Containment Program**

If there is a possibility of a major spill during transfers of a hazardous substance, we will implement the following procedures to contain and isolate the entire volume:

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**Pre-Entry Briefings**

Pre-entry briefings will be held prior to initiating any site activity, and at times as necessary to ensure that employees are apprised of the site safety and health plan and that this plan is being followed. The information and data obtained from site characterization and analysis work will be used to prepare and update the site safety and health plan. The person responsible for this will be:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**Site Characterization and Analysis**

Hazardous waste sites will be evaluated to identify specific site hazards and to determine the appropriate safety and health control procedures needed to protect employees from the identified hazards.

A preliminary evaluation of a site's characteristics will be performed prior to site entry by a qualified person in order to aid in the selection of appropriate employee protection methods prior to site entry. Immediately after initial site entry, a more detailed evaluation of the site's specific characteristics will be performed by a qualified person in order to further identify existing site hazards and to further aid in the selection of the appropriate engineering controls and personal protective equipment for the tasks to be performed.

This will be conducted by:

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Hazard identification*—*All suspected conditions that may pose inhalation or skin absorption hazards that are immediately dangerous to life or health (IDLH) or other conditions that may cause death or serious harm will be identified during the preliminary survey and evaluated during the detailed survey.

Examples of such hazards include, but are not limited to, confined space entry, potentially explosive or flammable situations, visible vapor clouds, or areas where biological indicators such as dead animals or vegetation are located.

Before entering a site, the following information will be gathered:

* Location and approximate size of the site.
* Description of the response activity and/or the job task to be performed.
* Duration of the planned employee activity.
* Site topography and accessibility by air and roads.
* Safety and health hazards expected at the site.
* Pathways for hazardous substance dispersion.
* Present status and capabilities of emergency response teams that would provide assistance to on-site employees at the time of an emergency.
* Hazardous substances and health hazards involved or expected at the site and their chemical and physical properties.

Personal protective equipment (PPE) will be provided and used during initial site entry based on the results of the preliminary site evaluation. The PPE selected and used will provide protection to a level of exposure below permissible exposure limits and published exposure levels for known or suspected hazardous substances and health hazards and which will provide protection against other known and suspected hazards identified during the preliminary site evaluation.

If positive-pressure self-contained breathing apparatus is not used as part of the entry ensemble, and if respiratory protection is warranted by the potential hazards identified during the preliminary site evaluation, an escape self-contained breathing apparatus of at least five minute's duration will be carried by employees during initial site entry.

If the preliminary site evaluation does not produce sufficient information to identify the hazards or suspected hazards of the site an ensemble providing equivalent to Level B PPE will be provided as minimum protection, and direct reading instruments will be used as appropriate for identifying IDLH conditions.

**Site Control Program**

During the planning stages of any hazardous waste clean-up operation, we will implement a site control program that will be modified as necessary as new information becomes available. The person responsible for overseeing this is:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

The site control program will include*:*

* A site map
* Site work zones
* "Buddy system"
* Site communications including alerting means for emergencies; the standard operating procedures or safe work practices; and identification of the nearest medical assistance.
* Site control procedures

**Site Excavation**

Site excavations created during initial site preparation or during hazardous waste operations shall be shored or sloped as appropriate to prevent accidental collapse in accordance with Subpart P—Excavations of 29 CFR Part 1926—Construction.

**Material Handling Program**

Site operations will be organized to minimize the amount of drum or container movement. Material handling equipment used to transfer drums and containers will be selected, positioned and operated to minimize sources of ignition related to the equipment from igniting vapors released from ruptured drums or containers.

*Work Procedures*

When practical, drums and containers will be inspected, and their integrity will be assured prior to being moved. Drums or containers that cannot be inspected before being moved because of storage conditions (i.e., buried beneath the earth, stacked behind other drums, stacked several tiers high in a pile, etc.) will be moved to an accessible location and inspected prior to further handling.

Drums and containers used during the clean-up will meet the appropriate DOT, OSHA, and EPA regulations for the wastes that they contain.

Unlabeled drums and containers will be considered to contain hazardous substances and handled accordingly until the contents are positively identified and labeled.

Prior to movement of drums or containers, all employees exposed to the transfer operation will be warned of the potential hazards associated with the contents of the drums or containers.

Suitable quantities of proper absorbent will be kept available and used in areas where spills, leaks, or ruptures may occur.

Drums and containers that cannot be moved without rupture, leakage, or spillage will be emptied into a sound container using a device classified for the material being transferred.

Soil or covering material will be removed with caution to prevent drum or container rupture.

Fire extinguishing equipment will be kept on hand and ready for use to control incipient fires.

*Detection System*

A ground-penetrating system or other type of detection system or device is used to estimate the location and depth of buried drums or containers. We use: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Opening Drums and Containers

The following procedures will be followed in areas where drums or containers are being opened:

* Where an airline respirator system is used, connections to the source of air supply will be protected from contamination and the entire system shall be protected from physical damage.
* Employees not actually involved in opening drums or containers will be kept a safe distance from the drums or containers being opened.
* If employees must work near or adjacent to drums or containers being opened, a suitable shield that does not interfere with the work operation will be placed between the employee and the drums or containers being opened to protect the employee in case of accidental explosion.
* Controls for drum or container opening equipment, monitoring equipment, and fire suppression equipment will be located behind the explosion-resistant barrier.
* When there is a reasonable possibility of flammable atmospheres being present, material handling equipment and hand tools will be of the type to prevent sources of ignition.
* Drums and containers will be opened in such a manner that excess interior pressure will be safely relieved. If pressure cannot be relieved from a remote location, appropriate shielding will be placed between the employee and the drums or containers to reduce the risk of employee injury.
* Employees will not stand upon or work from drums or containers.

Radioactive Wastes

Drums and containers containing radioactive wastes will not be handled until such time as their hazard to employees is properly assessed.

Shock Sensitive Wastes

The following special precautions will be taken when drums and containers containing or suspected of containing shock-sensitive wastes are handled:

* All non-essential employees will be evacuated from the area of transfer.
* Material handling equipment will be provided with explosive containment devices or protective shields to protect equipment operators from exploding containers.
* An employee alarm system capable of being perceived above surrounding light and noise conditions will be used to signal the commencement and completion of explosive waste handling activities.
* Continuous communications (i.e., portable radios, hand signals, telephones, as appropriate) will be maintained between the employee-in-charge of the immediate handling area and both the site safety and health supervisor and the command post until such time as the handling operation is completed. Communication equipment or methods that could cause shock sensitive materials to explode will not be used.
* Drums and containers under pressure, as evidenced by bulging or swelling, will not be moved until such time as the cause for excess pressure is determined and appropriate containment procedures have been implemented to protect employees from explosive relief of the drum.
* Drums and containers containing packaged laboratory wastes will be considered to contain shock-sensitive or explosive materials until they have been characterized.

Laboratory Waste Packs

The following precautions will be taken in handling laboratory waste packs (lab packs):

* Lab packs will be opened only when necessary and then only by an individual knowledgeable in the inspection, classification, and segregation of the containers within the pack according to the hazards of the wastes.
* If crystalline material is noted on any container, the contents will be handled as a shock-sensitive waste until the contents are identified.

Sampling of Drum and Container Contents

Sampling of containers and drums will be done in accordance with a sampling procedure which is part of the site safety and health plan developed for and available to employees and others at the specific worksite.

Shipping and Transport

Drums and containers will be identified and classified prior to packaging for shipment.

Drum or container staging areas will be kept to the minimum number necessary to safely identify and classify materials and prepare them for transport.

Staging areas will be provided with adequate access and egress routes.

Bulking of hazardous wastes will be permitted only after a thorough characterization of the materials has been completed.

**Contractors and Sub-Contractors**

When we retain contractor or sub-contractor services for work in hazardous waste operations, we will inform those contractors, sub-contractors, or their representatives of the site emergency response procedures and any potential fire, explosion, health, safety or other hazards of the hazardous waste operation that have been identified by our program.

**Free Outreach Resources:**

[*Safety and Health Programs and Plans*](https://www.labor.nc.gov/safety-and-health/publications/example-programs) *(i.e., Example Programs to be Made Site-Specific)*

[*A - Z Safety and Health Topics*](https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health/occupational-safety-and-health-topic-pages) *(i.e., Learn More About Safety and Health Topics)*

[*Which Standards Apply?*](https://www.labor.nc.gov/which-osha-standards-apply) *(Identify the Standards Applicable to Your Worksite)*

[*Safety and Health Presentations*](https://www.labor.nc.gov/document-collection/osh-presentations) *(Downloadable Presentations to be Made Site-Specific)*

[*OSH Training Calendar*](https://www.labor.communications.its.state.nc.us/OSHPublic/ETTA/class_regist/calendar.cfm) *(i.e., Register for Webinars, In-Person Classroom Training, Virtual Events)*

[*Streaming Video Services*](https://www.labor.nc.gov/safety-and-health/library/how-borrow-dvds-and-videos#are-your-videos-online) *(On-Demand Training)*

[*Request Outreach Services*](https://www.labor.communications.its.state.nc.us/OSHPublic/ETTA/Outreach/Outreach_Request_Form.html) *(i.e., Request Training, Booths, Guest Speaker)*

[*AskOSH*](https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health/ask-osh) *(Interpretations)*