



PARTNERSHIP AGREEMENT

BETWEEN THE

OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION
PROVIDENCE AREA OFFICE

AND

DIMEO CONSTRUCTION COMPANY

I. PARTNERS

The partners to this agreement are:

- U.S. Department of Labor, Occupational Safety and Health Administration, Providence, Area Office (PAO);
- Dimeo Construction Company

II. PURPOSE AND SCOPE

Dimeo Construction Company (Dimeo); the United States Department of Labor, Occupational Safety and Health Administration (OSHA), Providence Area Office; mutually recognize the importance of ensuring a safe and healthful work environment in the construction industry in the State of Rhode Island. To advance this mutual goal, the Partnership between Dimeo and the Providence Area Office **OSHA** has been established to formalize a cooperative effort between these entities, committed to encouraging companies to improve their safety and health performance voluntarily, providing methods to assist them in their efforts and recognizing companies with exemplary safety and health programs.

Dimeo is the Construction Manager for the General Dynamics Electric Boat Universal Buildings 9A/9B project. The Project's address is 165 Dillabur Avenue, North Kingstown, Rhode Island 02852.

The Project consists of two buildings, which are ultimately connected to form one structure; square footages total 125,000 sf. and 200,000 sf. respectively. The Project's major structural scope includes rapid impact compaction, cast in place concrete piles, approximately 13,500 tons of structural steel, and metal panels cladding the exterior facade. The Project is presently the largest in the State of Rhode Island and will offer residents significant employment opportunity, not only with the building trades during construction but also with Electric Boat upon final completion.

Dimeo will request and encourage subcontractors to participate in achieving the goals outlined within the Partnership from the time they start working onsite, through project completion.

Ground breaking for the Project started early June 2018, with an expected completion date of February 28, 2020.

III. GOALS/STRATEGIES & PERFORMANCE MEASURES

GOALS	STRATEGIES	MEASURES
1. Developing a partnership that will	a. Dimeo will require all the subcontractors to develop and	i. Dimeo will verify by reviewing the number of

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<p>encourage involvement of the general and sub-contractors in the improvement of safety) and health performance.</p>	<p>implement written safety and health programs.</p> <p>b. Will require all sub-contractors onsite to work toward implementing a "zero tolerance" safety practice in order to help achieve the desired reduction of worksite incidents.</p> <p>c. Dimeo has a written site specific health and safety plan for work to be conducted onsite. To easily articulate therequirements of the health and safety plan and the role of the OSHA Partnership, a site specific orientation has been developed and implemented at the worksite concerning the high hazard tasks to be performed.</p> <p>d. Compile a summary of the number of inspections made by the Dimeo health and safety manager (or their designee) and any third party. The report will be broken down into the four major categories of construction-focused hazards (falls, electrical, struck by and crushed by hazards, noise and silica), and will show the number of items within the six (6) categories that were corrected.</p> <p>e. Requires all foremen along with subcontractors to conduct a daily job briefing and review with their crew prior to starting work.</p>	<p>subcontractors that implemented written safety and health programs and recognize those with exemplary programs.</p> <p>11. Will conduct a periodic review of the subcontractor's injury/illness statistics for the Project.</p> <p>111. The orientation is led by Dimeo onsite health and safety manager and is given to all workers that arrive onsite (general contractor and subcontractor employees). Dimeo will adjust the orientation to include specific information resulting in lessons learned in changing site conditions.</p> <p>iv. The health and safety manager will periodically sit in on daily briefings and discuss with foremen strong points and areas that may be improved on.</p>

GOALS	STRATEGIES	MEASURES
<p>2. Identifying opportunities for enhancing safety and health practices related to the operation and maintenance of material handling equipment involved in the Project.</p>	<p>a. Facilitate ongoing training on the safe operations of material handling equipment to all employees involved in the operation.</p> <p>b. Toolbox discussions are held on a weekly basis. The discussion topic will change each week. During the discussion, site specific topics are mentioned on work either occurring currently or upcoming events the crews should be aware of.</p>	<p>1. Document the number of employees that have been trained and licensed on the material handling equipment.</p> <p>ii. All workers are asked to present their training documentation, qualifications, and/or certifications. The worker and his/her qualifications are inserted into a tracking spreadsheet by trade and company.</p>
<p>3. Reduce workforce fatalities, serious injuries and illnesses and provide a safe work environment for employees at the Project.</p>	<p>a. Dimeo will establish a system to collect and analyze injury and illness trends (including near-miss incidents) by all contractors performing work at the Project. This data will be used as a tool for continual safety and health program improvement.</p> <p>b. All worker hours will be tracked onsite by safety representatives for both Dimeo personnel and subcontractors to accurately maintain a current Total Case Incident Rate (TCIR) and Days Away Restricted Time (DART) rate.</p>	<p>1. OSHA's 300 injury and illness data.</p> <p>ii. Dimeo incident/accident monthly tracking log.</p> <p>iii. After each significant incident that occurs, an incident review is scheduled to get all members of the crew to discuss what occurred. The purpose of the meeting is to find out the contributing factors/root causes, and discuss what corrective actions need to be established.</p> <p>iv. Dimeo will compare the Project to the U.S. Bureau of Labor Statistics (BLS) national trends and use these rates as a tool for continual health and safety program development.</p>
<p>4. Ensure, where feasible all serious hazards are eliminated or</p>	<p>a. Confirm health-related issues arising during the course of the construction work are adequately addressed by</p>	<p>1. The number of employees trained on arc electrical safe work practices as they relate to the Project.</p>

GOALS	STRATEGIES	MEASURES
<p>controlled through controls, safe processes and/or procedures, and personal protective equipment (PPE).</p>	<p>Dimeo and its subcontractors. All health-related issues will be discussed monthly during the partnership meetings.</p> <p>b. Will provide hearing conservation training to all employees and its subcontractors.</p> <p>c. An effective environmental monitoring program will be implemented to control hazards such as silica and noise and other airborne contaminants which may be present during various parts of the Project. This will include personal monitoring, employee training, implementation of engineering controls where feasible, and the use of respiratory and dermal protection when necessary.</p>	<p>ii. The number of tool box talks regarding conditions on the worksite for the duration of the project will be tracked.</p> <p>iii. Ensure that all subcontractors conduct safety meetings to inform workers of all serious hazards and the controls, procedures, safe processes and/or PPE necessary to protect against them.</p> <p>iv. Ensure that all subcontractors are in compliance with electrical safe work practices procedures when working on live electrical equipment, including training of affected employees and the availability and use of PPE.</p>

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

- a. Reducing the number of at-risk conditions and behaviors that have the potential to result in worker fatalities, injury and illness.
- b. Reducing the number of injuries affecting participant subcontractor employees, emphasizing those resulting from the four primary construction hazards, abating hazards (conditional and behavioral) identified from weekly safety and health inspections, and having no repeat occurrences of such issues upon re-inspection.
- c. Reducing the TCIR and DART rate to 20% below the current national average for NAICS Code 236, Construction of Building industry, based upon the BLS data available for the most current year. The 2016 BLS TCIR and DART rates for NAICS 236 are 2.8 and 1.6, respectively.

IV. ANNUAL EVALUATION

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

V. OSP INCENTIVES

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

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

VI. VERIFICATION PROCEDURES

In accordance with OSHA's Clarification of Verification Exemption Policy for OSHA Strategic Partnership Program Construction Participants dated June 1, 2006, Dimeo and all construction subcontractors will receive annual verification inspections. The onsite enforcement verification inspections are conducted to determine participants' compliance with terms of this agreement. The first inspection will be conducted no later than sixty (60) days after Partnership participants formally enter into this agreement. Citations and penalties may be issued, when appropriate, as a result of these inspections. During this period Dimeo shall develop and implement the safety and health management systems required under this agreement.

VII. OSP MANAGEMENT AND OPERATION

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

Dimeo will establish the following:

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

Management Leadership

Dimeo shall assign a qualified safety and health representative to administer its safety and health program. This person will have, at a minimum, completed the OSHA 30-Hour Construction Outreach course.

Worker Participation

Weekly foremen's meetings - Dimeo shall hold a weekly meeting with all subcontractor foremen that shall include discussions of Project safety and health issues, and review job hazard analyses for upcoming activities. Additionally, representatives of all active subcontractors will meet to discuss participant performance and progress toward Partnership goals. OSHA personnel are welcome to attend these meetings.

Hazard Identification and Assessment

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

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

Hazard Prevention and Control

100% fall protection when fall exposure at 6 feet or greater.

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

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

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

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

Education and Training

Conduct site-specific safety and health training.

Program Evaluation

Recordkeeping- Dimeo shall maintain a Project OSHA 300 Log (or equivalent), per the requirements of 29 CFR 1904.

Coordination and communication on Multiemployer Worksites/Subcontractors:

- a. Weekly Task-Specific Instructions - All subcontractors shall provide workers with instructions on the integration of safety and health requirements with current work tasks for the week. All subcontractors shall allow an OSHA representative to attend any of these meetings, when requested by OSHA.
- b. Weekly Safety and Health Inspections - All subcontractors shall conduct weekly inspections of their work areas to identify conditional and behavioral deficiencies, as defined by the project safety and health plan and OSHA standards. Deficiencies will be documented, and corrected or reported to Dimeo for corrective action.
- c. Recordkeeping-All subcontractors shall record workplace injuries and illnesses as required by 29 CFR 1904 and shall report recordable incidents to Dimeo for recording on the Project OSHA 300 Log.
- d. JHA - All subcontractors shall conduct a JHA for each high hazard task to be performed, and review the appropriate JHA with affected employees at regular intervals.

OSHA's Role:

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

Subcontractor Buildings Trades:

- a. Weekly Safety and Health Inspections - Representative of the trades on the worksite shall participate in weekly inspections of their work areas to identify conditional and behavioral deficiencies, as defined by the Project safety and health plan and OSHA standards. Deficiencies will be documented and corrected or reported to Dimeo for

corrective action.

- b. Job Hazard Analysis-Representatives of the trades on the worksite shall participate in the development of JHAs for each high hazard task to be performed, and review the appropriate JHA with affected employees at regular intervals.

VIII. EMPLOYEE AND EMPLOYER RIGHTS AND RESPONSIBILITIES

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

IX. TERMS OF OSP

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

X. SIGNATORIES

Signed this day of 2019

Maryann Medeiros
Area Director
Providence Area Office

Stephen F. Rutledge
COO
Dimeo Construction Company