

**PARTNERSHIP**  
An OSHA Cooperative Program



**PARTNERSHIP AGREEMENT**

**BETWEEN THE**

**OCCUPATIONAL SAFETY & HEALTH  
ADMINISTRATION  
BRIDGEPORT AREA OFFICE**

**STATE OF CONNECTICUT  
DEPARTMENT OF LABOR  
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH**

**AND**

**BABBIDGE CONSTRUCTION COMPANY**

## **I. PARTNERS**

The partners to this agreement are:

- U.S. Department of Labor, Occupational Safety and Health Administration, Bridgeport Area Office (BAO);
- State of Connecticut, Department of Labor, Division of Occupational Safety and Health (Connecticut OSHA); and
- Babbidge Construction Company (Babbidge).

## **II. PURPOSE AND SCOPE**

Babbidge Construction Company; the United States Department of Labor, Occupational Safety and Health Administration (OSHA), Bridgeport Area Office; and the State of Connecticut, Department of Labor, Division of Occupational Safety and Health, mutually recognize the importance of ensuring a safe and healthful work environment in the construction industry in the State of Connecticut. To advance this mutual goal, the Partnership between Babbidge, BAO and Connecticut 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.

The project is an exterior renovation and building upgrade at 10 Middle Street, Bridgeport, CT (“the Project”). Babbidge is the Construction Manager for the Project.

The Project entails the exterior renovation of a seventeen story, 220,000 square feet building in downtown Bridgeport originally built in 1975. The renovation work includes removing and replacing the windows and installing new metal exterior siding around the windows. The Project also includes precast concrete repairs and resealing caulk joints.

The majority of the exterior work will utilize mast-climbing scaffold and swing stage scaffolding around the entire exterior.

Babbidge 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 \$9.1 million Project started May 13, 2019, with an expected completion date of March 1, 2020.

### III. GOALS/STRATEGIES & PERFORMANCE MEASURES

GOALS	STRATEGIES	MEASURES
<p>1. Developing a contractor/government partnership that will encourage involvement of the general and sub-contractors in the improvement of safety and health performance.</p>	<p>a. Babbidge will require all the subcontractors to develop and implement written safety and health programs.</p> <p>b. Babbidge 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. Babbidge will have a written site specific health and safety plan for work to be conducted onsite. To articulate the requirements 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 where high hazard tasks are performed.</p> <p>d. Babbidge will compile a summary of the number of inspections made by site safety manager (or their designee) and any third party. The report will be broken down into the six 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>i. Babbidge will verify by reviewing the number of subcontractors that implemented written safety and health programs and recognize those with exemplary programs.</p> <p>ii. Babbidge will conduct a periodic review of the subcontractor’s injury/illness statistics for the Project.</p> <p>iii. Babbidge will facilitate the site safety orientation led by an onsite health and safety manager and is given to all workers that arrive onsite (general contractor and subcontractor employees). Babbidge will adjust the orientation to include specific information resulting in lessons learned in changing site conditions.</p> <p>iv. The Babbidge Health and Safety Manager will periodically sit in on daily briefings, weekly tool box talks with subcontractors, and daily foremen huddles to discuss daily work plans and any pertinent and important safety and health talking points/topics and areas that may be improved on.</p>

GOALS	STRATEGIES	MEASURES
	<ul style="list-style-type: none"> <li>e. Babbidge will require all foremen along with subcontractors to conduct a daily job briefing and review with their crew prior to starting work.</li> <li>f. Babbidge will utilize Connecticut OSHA consultants to perform an initial hazard survey as well as conducting periodic safety and health surveys.</li> <li>g. Babbidge will utilize Connecticut OSHA consultants and the BAO Compliance Assistance Specialist (CAS) to perform training for Babbidge and subcontractors on topics as the project progresses for Babbidge and subcontractors.</li> </ul>	
<p>2. Identifying opportunities for enhancing safety and health practices related to the operation and maintenance of material handling equipment and scaffolding involved in the Project.</p>	<ul style="list-style-type: none"> <li>a. Babbidge will facilitate ongoing training on the safe operations of material handling equipment, MAST climber and suspended scaffolding to all employees involved in the operation.</li> <li>b. Babbidge will ensure 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.</li> </ul>	<ul style="list-style-type: none"> <li>i. Babbidge will document the number of employees that have been trained and licensed on the material handling equipment.</li> <li>ii. Babbidge will document the number of employees that received training on MAST climber and suspended scaffolding.</li> <li>iii. Babbidge will request from all workers their training documentation, qualifications, and/or certifications. The worker and his/her qualifications will be inserted into a tracking spreadsheet by trade and company.</li> </ul>
<p>3. Reduce workforce fatalities, serious injuries and illnesses</p>	<ul style="list-style-type: none"> <li>a. Babbidge will establish a system to collect and analyze injury and illness trends</li> </ul>	<ul style="list-style-type: none"> <li>i. Babbidge will maintain the necessary OSHA 300 injury and illness data for the Project.</li> </ul>

GOALS	STRATEGIES	MEASURES
<p>and provide a safe work environment for employees at the Project.</p>	<p>(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. Babbidge safety representatives will track all man hours onsite for both Babbidge personnel and subcontractors to accurately maintain a current Total Case Incident Rate (TCIR) and Days Away Restricted Time (DART) rate.</p>	<p>ii. Babbidge will maintain a monthly incident/accident tracking log.</p> <p>iii. Babbidge 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. Babbidge 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 controlled through controls, safe processes and/or procedures, and personal protective equipment (PPE).</p>	<p>a. Babbidge will confirm health-related issues arising during the course of the construction work are adequately addressed by Babbidge and its subcontractors. All health-related issues will be discussed monthly during the Partnership meetings.</p> <p>b. Babbidge, with Connecticut OSHA, will provide hearing conservation and fall protection training to all employees and its subcontractors.</p> <p>c. Babbidge, with Connecticut OSHA, will implement an effective environmental monitoring program to control hazards such as PCPs, silica and noise and other airborne contaminants which may be present during various parts of</p>	<p>i. Babbidge will track the number of employees trained on Fall Protection and the use of Fall Protection systems as they relate to the Project.</p> <p>ii. Babbidge will track the number of tool box talks regarding conditions on the worksite for the duration of the Project will be tracked.</p> <p>iii. Babbidge will 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. Babbidge will ensure that all subcontractors are in compliance with all fall protection requirements when working on elevated work levels six (6') feet</p>

GOALS	STRATEGIES	MEASURES
	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.	or more above lower level including training of all affected employees on the safe and correct use of fall protection systems.

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 six 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 North American Industry Classification System (NAICS) Code 236, Construction of Buildings, based upon the Bureau of Labor Statistics (BLS) data available for the most current year. The 2017 Bureau of Labor Statistics (BLS) TCIR and DART rates for NAICS Code 236 are 3.0 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 Babbidge and its subcontractors when and only when

they are working at the Project:

- a. Outreach, information, training and technical assistance by BAO and Connecticut OSHA.
- b. Special recognition, which may include but is not limited to, press releases issued by OSHA and recognition on OSHA's web page designating Babbidge 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, Babbidge 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 Babbidge 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 Babbidge, OSHA and Connecticut 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. Babbidge and BAO are responsible for collecting baseline and annual performance data upon which the OSPP will be measured. Babbidge 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.

### **Babbidge will establish the following:**

Project-Specific OSHA Safety and Health Program Management Guidelines – Babbidge 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**

Babbidge 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 – Babbidge 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 and Connecticut OSHA representatives 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 – Babbidge shall conduct a comprehensive assessment of project work and require its subcontractors to develop 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 Babbidge.

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 – Babbidge 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 Babbidge 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 Babbidge for recording on the Project OSHA 300 Log.
  - d. Job Hazard Analysis – 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 Babbidge's compliance with the Partnership Agreement.
- b. Provide initial review of Babbidge's 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 Babbidge 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 Babbidge 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 Babbidge 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, Babbidge, or Connecticut OSHA 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

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Steven Biasi, Area Director  
Bridgeport Area OSHA Office

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Alexander A. Babbidge, President  
Babbidge Construction Company

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Kenneth Tucker, Director  
State of Connecticut Department of Labor  
Division of Occupational Safety and Health