



OSHA STRATEGIC PARTNERSHIP AGREEMENT

BETWEEN

**OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)
BOISE AREA OFFICE**

AND

YOUNG CONSTRUCTION GROUP OF IDAHO, INC.



I. IDENTIFICATION OF PARTNERS

To facilitate OSHA's goal of reducing occupational-related fatalities and serious injuries within the construction industry, OSHA and Young Construction Group of Idaho, Inc. have agreed to enter into a OSHA Strategic Partnership (OSP) agreement. This agreement will cover Young Construction Group of Idaho, Inc. projects; and will effectively implement all facets of jobsite safety and achieve self-compliance through cooperative efforts from labor, management, and OSHA.

This partnership is designed to address the hazards within the construction industry, and to promote and recognize a jobsite controlled by a contractor having demonstrated a safety and health program that meets or exceeds OSHA's recommended practices for safety and health programs. The Partnership agreement is an effective tool for ensuring safety at the projects included in this agreement. It will serve to establish a cooperative effort in ensuring safety and maintaining an open line of communication between OSHA and contractors on the worksite. The partnership is consistent with OSHA's long-range efforts to develop a contractor and government partnership approach to safety management. It allows for better use of OSHA resources and innovation in safety management and encourages increased participation in the safety process from the construction community.

The Partners include the Occupational Safety and Health Administration (OSHA), Boise Area Office (BAO), and Young Construction Group of Idaho, Inc.

II. PURPOSE/SCOPE

The OSHA Boise Area Office and Young Construction Group of Idaho, Inc. developed this (OSP) jointly. The common objective and goal of the agreement is to provide a safe and healthful work environment for employees involved in the construction industry and to help prevent serious accidents and fatalities within the industry through increased training, implementation of best work practices, enhanced safety and health programs, and compliance with applicable OSHA standards and regulations.

This (OSP) will receive OSHA assistance and an annual non-enforcement verification visit (as resources allow) in accordance with approved protocols.

This (OSP) will contain mentoring and training for participating subcontractors and their employees. The common purpose will be to engage and challenge those subcontractors and their employees to improve their own safety and health program. This partnership also seeks to increase communication and mutual respect between all stakeholders. Young Construction Group is committed to developing a business/labor/government partnership approach to safety management, thereby affording OSHA to direct its resources toward the construction industry whose safety and health efforts require the most assistance.

Young Construction Group of Idaho, Inc. Corporate Address is: 660 Capstone Ct, Hayden, ID 83835

Duration: This agreement is scheduled to begin (TBD), 2024, and end (TBD), 2027 (3-year term).

Scope: This agreement will include all Young Construction Group of Idaho workers employed

and working in the state of Idaho.

III. GOALS / STRATEGIES

OSHA and Young Construction Group of Idaho, Inc. are committed to reducing workplace accidents and fatalities, improving safety and health programs through the direction of leadership and accountability of all participants in this agreement. The overall goal of the partnership is to focus on preventing work-related fatalities, controlling, or eliminating serious workplace hazards, and establishing a foundation for the development of an effective safety and health program.

These goals shall be achieved through online quarterly meetings with OSHA and verification of written comprehensive safety and health programs. It will include utilizing Young Construction Group methodology and processes to improve safety and health programs, training, and outreach to subcontractors. Partners are encouraged to implement a comprehensive Safety and Health Management System (SHMS) to achieve the goals established in this agreement.

The specific details on the goals, strategies, and measurements to be established for Young Construction Group and OSHA are delineated in the table below.

GOALS	STRATEGIES	MEASURES
Goal #1 – Reduction in Injury and Illness Rates - Reducing injuries and illnesses throughout the duration of the Partnership and evaluating the outcome annually. - Maintain a companywide injury and illness rate that is 15% below the Young Construction (TCIR) and (DART) rate for CY 2023.	- Utilizing Job Hazard Analysis or Job Safety Analysis to effectively reduce or eliminate potential hazards to employees working on the site. - Effectively correcting hazards found during the project on a day-to-day basis. - Ensure all serious hazards are controlled through safe processes or procedures. - Implement an aggressive Fall Protection Plan to include fall protection in all cases where work is being performed six feet or more above lower surfaces. - Ensure compliance with NFPA 70E. - Plan all critical lifts to be performed with documentation such as an Engineered Lift Plan.	- Young Construction Group will submit to OSHA the injury and illness data, Recordable Incident Rate, DART and Lost Time Case Rate for Young Construction Group on an annual basis for OSHA to compare to the BLS averages for the construction industry nationally. - Track number of serious hazards found and abated because of onsite audits and job site inspections including NFPA 70E and Critical Lifts hazards. - JHA for work with injuries will be reviewed by the OSP. - Outcome measures will be gathered monthly by Young Construction Group. *** outcome measures gathered will be shared with the OSHA Partnership Coordinator quarterly.

GOALS	STRATEGIES	MEASURES
Goal #2 - Implementation of Injury & Illness Prevention Programs	• Encourage subcontractors to solicit their employees' participation in their own safety and health programs. • Allow employees to engage and provide input in safety policies and procedures. • Require subcontractors who have written safety and health programs to submit them to Young Construction Group or adopt Young Construction Group safety and health program.	• Track percent of on-site supervisory personnel (safety managers, project managers and superintendents) and first-tier subcontractor's competent person designees 30-Hour OSHA construction course • Encourage and track the number subcontractor participation in daily or weekly audits or site surveys. • Track percent of field personnel to complete, at a minimum, the OSHA 10-hour. *** outcome measures will be shared with the OSHA Partnership Coordinator quarterly.
Goal #3 – Site Specific Jobsite Safety	• Arrange for and encourage employee involvement in SHMS program. • Provide site safety orientation prior to starting work. • Provide training on site specific hazards.	• Track attendance records of employee participation in the SHMS. • Track attendance records of Jobsite Safety Orientation • Tracking of site-specific construction training. *** outcome measures gathered will be shared with the OSHA Partnership Coordinator quarterly.
Goal #4 – Collaborative Training and Communication Among Affected Stakeholders	• Providing for collaborative training opportunities between Young Construction Group and the OSHA Regional and Area Offices.	• Dissemination of OSHA materials to stakeholders. Counted by occurrence. ***outcome measures will be shared with the OSHA Partnership Coordinator quarterly.

IV. SAFETY AND HEALTH MANAGEMENT SYSTEMS

Effective workplace SHMS are self-sustaining systems encompassing four main areas; management leadership and worker involvement; worksite analysis; hazard prevention and control; and safety and training.

Management Leadership: Young Construction agrees to submit a letter stating executive

commitment to develop and maintain a Safety and Health Program for this OSP. It should make clear such a program is a priority for the officer and that he (or she) will personally track programs and hold managers accountable for administration of the program. The letter should be addressed to the OSHA BAO Area Director. A similar letter should be addressed to managers and employees and posted for two months in the workplace. Such letters must also be translated (in writing) in the language of the workers

Worker Involvement: Participants in this cooperative agreement will receive a briefing by Young Construction Group that will enable them to understand the tenets of this agreement. Participants should understand the principles and guidelines of this agreement and realize the purpose of the cooperative agreement is to enhance their awareness of safety and health and improve their safety and health program. Young Construction Group recognizes worker involvement is an essential component of any effective SHMS.

Worksite Analysis

Member agrees to:

- Conduct periodic workplace inspections/audits for the purpose of identifying and correcting safety and health hazards. Fall, electrical, struck by and caught between hazards will be documented and corrected.
- Inspections/audits will be conducted as frequently as deemed necessary by the company, but in no case less than once every week.
- The company will utilize the services of their own safety representative or their designee to perform these inspections/audits in addition to their own inspection/audit.
- The company will utilize a safety committee that contains representatives of both management and employees.
- Perform routine job hazards analyses.
- Provide a reliable system for employees to notify management personnel about conditions that appear hazardous and to receive timely and appropriate responses and encourage employees to use the system without fear of reprisal. This system utilizes employee insight and experience in safety and health protection and allows employee concerns to be addressed.
- Investigate accidents and "near miss" incidents so that their causes and means of prevention can be identified.
- Maintain records of recordable injuries and illnesses as required by OSHA.
- Analyze injury and illness trends to identify work practice improvements or material modifications necessary to prevent accidents.
- The safety and health official will prepare an annual analysis of the company's safety and health program. This will include a summary of all major hazards found and corrected through inspection and safety committee efforts, those still uncorrected, injury/illness trends, and recommendations for safety and health improvements.

Hazard Prevention and Control

Member agrees to:

- Establish, at the earliest time, safe work practices and procedures that are understood and followed by all affected parties. Understanding and compliance are a result of training, positive

reinforcement, correction of unsafe performance, and if necessary, enforcement through a clearly communicated disciplinary system.

- Provide personal protective equipment.
- Plan and prepare for emergencies, and conduct training and emergency drills, as needed, to ensure that proper responses to emergencies will be "second nature" for all persons involved.
- Establish a medical program that includes first aid onsite as well as nearby EMS.

Education and Training

- The fall protection plan includes verifying that each contractor using personal fall protection equipment has received the required fall protection training and that the training is documented.
- Ensure compliance with NFPA 70E when working on live electrical equipment, including training and the availability and use of personal protective equipment
- Crane Operators are required have their Certification of Crane Operators (NCCCO or equivalent accredited crane operator training).
- Safety and health awareness training to subcontractors with Spanish speaking employees will be conducted in Spanish. The training classes may include the following:
 - OSHA 10-Hour
 - First Aid / CPR / AED
 - Evacuation Meeting Place
 - Fall Protection
 - Electrical Hazards
 - Trenching and Excavation
 - Struck by Hazards
- Other hazard-specific training will be conducted on an as-needed basis.
- Provide training for workers in the OSHA 10-Hour construction course. Subcontractors can utilize other instructors as long as they can show a valid certification card showing completion of the course. Subcontractors have primary responsibility for providing this training. OSHA will provide assistance as needed.

Cooperation with OSHA

Member agrees to:

- Allow OSHA to conduct off-site non-enforcement verification visits as agreed to at the project/s identified, but not less than annually at each project, in accordance with this partnership agreement (as OSHA resources allow).

V. WORKER INVOLVEMENT

Member agrees to:

- Commit to incorporating a high level of worker involvement.
- Instruct each worker in the recognition and avoidance of unsafe conditions and the regulations applicable.
- Train workers on fall protection and prevention of electrocutions, caught- between and struck-by accidents.

- Train personnel to be certified in basic first aid and CPR.
- Train personnel in hazard communications.
- Make Safety Data Sheets (SDS) available to any requesting worker by utilizing a QR code that also has the safety program for each trade contractor on the project.
- Train workers in any other aspects that will enable them to do their jobs safely.
- Train workers in Young Construction Group Safety Systems which provide workers with information on recognizing and avoiding construction safety and health hazards, as well as the authority to stop work.

VI. PERFORMANCE MEASURES

Performance measures as outlined in the goal/strategies/measurement table will be used to assess the effectiveness of the partnership. Young Construction Group will gather and track data for the performance measures and share the information with OSHA, as specified in Appendix B of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003. The interval for delivery of measures to the OSHA OSP Coordinator will be quarterly.

VII. ANNUAL EVALUATION

Partnership Evaluation: The partnership will be evaluated by the Boise Area Office on an annual basis, in accordance with the Strategic Partnership Annual Evaluation Format measurement system as specified in Appendix C of CSP 03-02-003, OSHA Strategic Partnership Program for Worker Safety Health Directive. The annual evaluation data will be provided to OSHA no later 30 days after the anniversary date of the partnership signing.

VIII. OSHA VERIFICATION PROCEDURES

- The OSHA Boise Area Office, will conduct one announced non-enforcement verification annually (or remotely as resources allow) to include review of annual partnership data/report, OSHA 300 data, and any goal measures. OSHA will report the hazards identified and recommendations will be made to each exposing contractor and Young Construction Group. Abatement will be made by each exposing contractor and documentation thereof sent to Young Construction Group and OSHA. OSP verifications must be performed in accordance with the OSP Program Directive, CSP 03-02-003.
- On-site enforcement verifications may occur during OSHA inspections that are programmed scheduled construction inspections or unprogrammed referral or complaint inspections. Young Construction Group and its subcontractors will remain subject to OSHA inspections and investigations in accordance with agency policies. OSHA will continue to investigate fatalities and catastrophes that occur at member companies as well as formal complaints and severe injury reports received.
- OSHA Commitment
 - OSHA will endeavor to support the company in reasonable requested training.
 - OSHA will furnish technical advice, publications, and training material to the employer upon request. Such requests will not cause an OSHA inspection.
 - OSHA will participate in the annual Partnership Committee meetings.

IX. INCENTIVES

- OSHA's Field Operations Manual details opportunities available during citation/case settlement for all employers who undergo onsite enforcement inspections. These opportunities are also available for partnering companies participating in the Partnership. OSHA will also offer, as sources permit, the following incentives:
- Outreach, information, training, and technical assistance.
- Free on-site services may be provided by OSHA-funded State Consultation projects to qualifying partners.
- OSHA personnel may be available to OSP participants for a variety of on-site and off-site activities such as SHMS review and assistance to develop or improve them, OSP verifications and guidance in conducting audits and evaluations.
- Seminars, workshops, and other speaking events.
- Availability of informational materials.
- Technical assistance for example, the OSHA Health Response Team and technical experts within the Agency, such as the Directorate of Construction.
- Recognition on OSHA's OSP web page.

X. PARTNERSHIP MANAGEMENT AND OPERATION

Member agrees to:

- State a worksite policy on safe and healthful work and working conditions, so that all personnel with responsibility at the site (and personnel at other locations with responsibility for the site) fully understand the priority and importance of safety and health protection in the organization.
 - Establish and communicate a clear goal for the safety and health program and define objectives for meeting that goal so that all members of the organization understand the results desired and measures planned for achieving them.
 - Provide visible top management involvement in implementing the program so that all employees understand that management's commitment is serious.
 - Arrange for and encourage employee involvement in the structure and operation of the program and in decisions that affect their safety and health so that they will commit their insight and energy to achieving the safety and health program's goal and objectives.
 - Assign and communicate responsibility for all aspects of the program so that managers, supervisors, and employees in all parts of the organization know what performance is expected of them.
 - Provide authority and resources to responsible parties so that assigned responsibilities can be met.
 - Review program operations at least quarterly to evaluate their success in meeting the goals and objectives so that deficiencies can be identified and the program and/or the objectives can be revised when they do not meet the goal of effective safety and health protection.
- **OSHA will:**
 - Participate in the partnership meetings and site reviews, as resources allow.

- Designate a Boise Area Office contact to be used as a resource for technical issues, and who will be available to assist with safety and health training/toolbox meetings.
- Review the annual evaluation data for partnership continuous improvement.

XI. WORKER AND EMPLOYER RIGHTS

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

XII. PARTNERSHIP TERM

- This agreement will terminate 3 years from the date of final signing and the process will start to renew this OSP between OSHA and Young Construction Group of Idaho, Inc.
- If either OSHA or Young Construction Group of Idaho, Inc. wishes to withdraw their participation prior to the established termination date, the agreement will terminate upon receiving a thirty-day written notice of the intent to withdraw from either signatory.

XIII. SIGNATORIES

Signed this (TBD) day of (TBD) 2024.

For Young Construction Group of Idaho, Inc.

For OSHA Boise Area Office

K. John Young, President

David G. Kearns, Area Director