



**PARTNERING AGREEMENT BETWEEN UNITED STATES DEPARTMENT OF LABOR
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) BOISE AREA**

OFFICE

AND

McAlvain Companies, Incorporated

I. IDENTIFICATION OF PARTNERS

The Boise Area Office of the Occupational Safety and Health Administration (OSHA) and McAlvain Companies, Inc recognize the importance of providing a safe and healthful work environment for workers engaged in the construction industry. This OSHA Strategic Partnership Agreement (hereafter referred to as “OSP” or “the partnership”) will facilitate the goals of OSHA to reduce occupational related fatalities and serious injuries within the construction industry.

The groups listed below have developed this partnership agreement jointly with a common objective to provide a safe and healthful environment for all McAlvain Companies employees and trade partners. It is the intent of this agreement to focus their combined expertise and knowledge to promote safety and encourage all persons to participate in the partnership.

- U.S. Department of Labor/Occupational Safety and Health Administration – Boise Area Office
- McAlvain Companies, Inc.

II. PURPOSE/SCOPE

The purpose of this partnership is to provide a safe and healthful work environment for workers involved in the construction industry. McAlvain Companies is committed to preventing injuries, serious accidents, and fatalities at all McAlvain Companies projects, through training, implementation of best work practices, enhanced safety and health programs, and compliance with applicable OSHA standards and regulations.

McAlvain Companies Corporate Address: 5559 W Gowen RD, Boise, Idaho 83709

Duration: This agreement is scheduled to begin May 23, 2025 through May 23, 2028. (3-year term).

Scope: Approximately 250 to 300 workers are projected to be employed by McAlvain Companies in 2024. This agreement will include all McAlvain Companies workers employed and working in the state of Idaho.

III. GOALS/STRATEGIES/MEASURES

McAlvain Companies desired outcome is to achieve a culture that promotes safety and health at home and at work. Our commitment is to achieve metrics superior to industry norms. Recognized construction norms/related measured statistics include recordable incident rate, EMR, DART. Our people, armed with training, tools, will champion safety in all the work performed. This is our strategy to ensure the safety and health of our teams.

The goal of the OSP is to support McAlvain Companies' pursuit of superior OSHA compliance and create a working relationship with OSHA that focuses on preventing work-related fatalities, reducing serious workplace injuries, controlling identified hazards, and establishing a foundation for the continued development of an effective safety and health program. The specific details on the goals, strategies, and measurements to be established for McAlvain Companies and OSHA are delineated in the table below.

GOALS	STRATEGIES	MEASURES
Continuously lower injury rates compared to illness/injury rates of 2023 BLS Average of 1.6 for the TRC in 23622. Maintain Days Away from Work, Restricted or Transfer (DART) rate of below the 2023 BLS Average for McAlvain Construction (236220), McAlvain Design Build (236220), McAlvain Concrete (2381100, McAlvain Civil Constructors (237310) DART of 0.9. Review trade partners injury and illness data as required by McAlvain Companies operating procedures. Will assess BLS statistics each following year by the end of February.	• Establish proactive measures for the common hazards found at construction sites. • Implement comprehensive site- specific safety plans that include establishing a positive safety culture. • Provide comprehensive New Hire Safety Orientation and specific safety training for specific scopes of work prior to workers deployment to a project. Site-Specific Safety Orientation for all workers prior to allowing them to work on any project that will be completed. • Provide all necessary engineering controls, administrative controls and personal protective equipment for all McAlvain Companies employees. • Implement site-wide project hazard and risk analysis to assure all anticipated hazards that can be eliminated or controlled via engineering are addressed, create administrative controls & procedures to cover those hazards that cannot be controlled or eliminated via engineering, and complete a personal protective equipment assessment. • Establish site specific safety expectations with roles and responsibilities.	• McAlvain Companies will submit to OSHA the following injury and illness data on an annual basis. Recordable Incident Rate, DART and Lost Time Case Rate. McAlvain Companies will also collect and examine trade partners' injury and illness information as required by McAlvain Companies operating procedures. • OSHA 300 logs will be used to track the number of work-related injuries and illnesses. DART Rates for previous years will be used for comparison purposes. • Track participation in all training. Provide OSHA with annual training reports for OSHA and non-OSHA safety training activities. • Job Hazard Analysis (JHA) for all scopes of work performed by McAlvain Companies and additional pre-task planning to address daily and environmental hazards in order to eliminate or control hazards and reduce risk. • Collect, review and support use of site-specific safety plans from trade partners. • Include roles and responsibilities in McAlvain Companies site specific safety plans.

GOALS	STRATEGIES	MEASURES
Promote a cooperative relationship between all McAlvain Companies employees, OSHA and our trade partners to encourage worker participation in a safe and healthful workplace.	- Keep an open-door safety policy that encourages hazard and incident reporting. - Conduct hazard analysis discussion during the Daily JHA/Pre-Task Planning. - Maintain housekeeping on all projects. - Require Stretch and Flex to ensure all trade partners can share in the project safety culture and prepare their bodies for work. - Host annual Stand Down to prevent Falls in Construction which includes a training on Fall Prevention and Fall Protection. - Implement Site Safety Committees that are refreshed on a quarterly basis. Committees are required to include at least one Project Manager, one Superintendent, one field supervisor and multiple laborers.	- Weekly Toolbox talks and meetings will be used to track and document attendance, topic, and relevance. Recognition for safe acts or behaviors will be given. - Track reported safety issues, provide stop work authority to all workers, and track corresponding tallies of stop works conducted by the safety department conducted. - Promote incident reporting. Reward Good Catches and Near Hit reporting to ensure corrective actions are implemented and track corresponding tallies. - Ensure competent persons on site identify hazards and appropriate controls for those hazards in the JHA/PTP process. - Encourage housekeeping committees on projects and Clean as You Go practice for all work. - Gather for Stretch and Flex every day to discuss the Plan of the Day. - Provide Lessons Learned on relevant safety related events or conditions to eliminate opportunity for reoccurrence. - Invite OSHA representatives, BSU OSHA Consultation office and trade partners to annual Stand Down and provide training on Fall Prevention and Fall Protection.

GOALS	STRATEGIES	MEASURES
Identify and prevent the most common causes of workplace injuries and illnesses in the construction industry, included but not limited to falls, electrical safety, struck-by, caught in/between, trenching/excavations, cranes, crystalline silica, carbon monoxide, heat stress and housekeeping.	- Review Fatal Four in every safety orientation. - Provide weekly toolbox safety meetings that include discussion on most common hazards. - Conduct daily observations and record both compliant and non-compliant observations. - Work in concrete and other silica producing products will be done per Table 1 outlined in 1926.1153(c) (1). - Participate in emphasis programs similar to Safety Week, Fall Protection Stand-down, Trench and Excavation Stand Down, Heat Illness Prevention Campaign, etc. to address the common causes of workplace injuries in Idaho.	- Site supervision including superintendents, foremen, project managers and project engineers will conduct daily, weekly and monthly observations to ensure that the most common hazards are addressed. Field employees will report common hazards observed to supervision. Full details are outlined in the company Standard Operating Procedures (SOP) regarding site inspections. - McAlvain Companies' Safety personnel will complete safety audit reports to ensure hazardous activities have been identified and controlled with the best safety management practices. - When available and at OSHA's discretion, OSHA representatives will be present at McAlvain Companies annual Fall prevention Stand Down held in May. McAlvain Companies may also request OSHA representatives attend safety training conducted by McAlvain Companies. - Incident Investigation and contributing factors will be identified through Root Cause Analysis (RCA) to create lessons learned in order to eliminate opportunity for re-occurrence. Director(s), Site Superintendent(s), Project Manager(s), Foremen, those directly involved in the incident will be included in RCA. The RCA will be reviewed with field employees.

GOALS	STRATEGIES	MEASURES
• Reduce exposure to fall injuries and mortality.	• Support OSHA’s Fall Protection Initiative. • Implement a six-foot fall protection practice on McAlvain Companies projects. • McAlvain Companies and our trade partners will participate in OSHA's annual "National Safety Stand-Down to Prevent Falls in Construction" event at least one designated McAlvain Companies project.	• McAlvain Companies will monitor and enforce 6-foot fall protection requirements on all McAlvain Companies projects. • Communicate in all orientations the current and potential fall exposures. • Provide leading edge equipment, identification, and training • Provide equipment and training for all fall protection equipment
• Reduce exposure to trench related exposures, injuries and mortality.	• Increase awareness, training, and equipment needed to ensure safe work in and around open and planned trenching operations • Enhance policies to ensure conformance with OSHA and McAlvain standards.	• Continue participation in collaborative Trench and Excavation Stand Down with other local construction and excavation contractors and vendors. • Pre-Install and Pre- planning Excavation Permit to be completed for each exposure on all McAlvain Companies projects as a Best Management Practice • Participate in Idaho’s Trench and Excavation safety emphasis program annually • Provide to contractors. the damage prevention permit process to ensure trench and excavation activities are pre-planned, and safely executed.

GOALS	STRATEGIES	MEASURES
• Reduce exposure to injuries related to use and storage of hazardous materials in all locations.	• Standardize process to obtain, review, and distribute data needed to ensure safe processes on each project. • Improve craft awareness of risks related to use and storage of hazardous materials.	• McAlvain Companies and our trade partners will provide Safety Data Sheets to support hazardous communication program implementation • McAlvain Companies will review and support the use of trade partners SDS to pre-plan work. These items will be tracked on the trade partner compliance log to ensure compliance of hazard communication plans. • McAlvain Companies will incorporate training related to potentially hazardous materials into regular safety orientation, communication, and pre task planning efforts.

GOALS	STRATEGIES	MEASURES
• Increase knowledge, skills, and abilities of McAlvain Companies employees and partners	• Collaborate with trade partners to enhance overall comprehension. • Continuously enhance training quality, efforts, opportunities for McAlvain employees	• McAlvain Companies will provide multiple safety training opportunities including OSHA 10 and OSHA 30 to our employees and contractors • McAlvain Companies will coach trade partners on OSHA standards and site-specific safety requirements to support compliance and understanding • McAlvain Companies will verify training by monitoring work activities by observations and audits. Training records will be recorded. McAlvain Companies will refer trade partners to the BSU Idaho OSH Consultation Program to support improved safety practices and processes from trade partners.
• Improve McAlvain safety related commitment and performance.	• Ensure leadership contributes to and exhibits commitment to safer workplaces • Assess and incorporate innovations related to risk reduction • Improve or eliminate current practices and processes if deemed as noncontributory to a safer workplace	• McAlvain Companies Executive Leadership Team will review McAlvain Companies safety key performance indicators quarterly. • Partner with other local and regional organizations to improve awareness of trends and opportunities to reduce exposure. • McAlvain Companies ELT Will review and support any improvements which are identified as needed for continuous improvement.

IV. SAFETY AND HEALTH MANAGEMENT SYSTEMS

The Safety and Health Management System (SHMS) is a critical part of this partnership agreement in that it is an important aspect of collaboration between the project management team, construction management, supervisors, and the workers on site. This SHMS will include, but not be limited to, the following core elements.

Management Leadership Roles

McAlvain Companies will utilize our SHMS patterned after OSHA's Recommended Practices for Safety and Health Programs in Construction, at a minimum will include Fall Protection, Hazard Communication, Construction Personal Protective Equipment, to name a few, that will encourage partnering with employers to commit a high level of worker involvement to assist in monitoring and identifying jobsite hazards. The SHMS will be introduced at the initiation of the partnership and continue through the duration of the partnership.

Management will continue to reinforce safety and health as a core value, will participate in setting of safety and health goals and objectives, and will support the program.

- McAlvain Companies has an established monthly reporting cadence with executive management to ensure resources and personnel are appropriately assigned, to ensure safety and health programs are being maintained, and to discuss options for continuous improvement.
- McAlvain Companies will implement recommended practices for safety and health in construction to include but not be limited to:
 - Management leadership and commitment to eliminating hazards and to continuously improve workplace safety and health;
 - Management at all levels will make safety and health a core organizational value;
 - General contractors, contractors and staffing agencies will commit to providing the same level of safety and health protection to all employees;
 - McAlvain Companies will establish procedures to continuously identify workplace hazards and evaluate risks.

Worker Participation

All workers will be encouraged to work safely and to notify McAlvain Companies of all potential hazards for immediate response and correction. This will be encouraged in the following ways:

- McAlvain Companies will provide a digital reporting system using QR codes and direct email to safety leadership to encourage workers to report potential jobsite hazards to McAlvain Companies. All workers on the jobsite have stop-work authority. McAlvain Companies will provide a means to report all incidents, near misses and good catches.
- McAlvain Companies will hold daily foremen's meetings to communicate and share safety-related information across all crews and trades. McAlvain Companies will conduct weekly All Hands Safety Meetings to recognize safe behaviors, share Lessons Learned and discuss upcoming risks.
- McAlvain Companies EHS Department will conduct regular safety audits and provide all project teams on site and executive management with a copy of the safety audit reports for use in discussion on site and as a tool for safety communication upstream.

- McAlvain Companies provides safety recognition programs at the project and company levels, encouraging positive culture and safe behaviors by McAlvain Companies employees and McAlvain Companies trade partners.
- Training, orientations, and communications are conveyed in both English and Spanish. Other languages will be offered based on individual needs.
- Worker participation will include setting goals, identifying and reporting hazards, investigating incidents, and tracking progress.

Hazard Identification and Assessment

McAlvain Companies Executive Leadership Teams and McAlvain Companies projects will regularly and diligently pursue safety improvements. McAlvain Companies will implement jobsite safety compliance to OSHA and McAlvain Companies standards including, but not limited to the following:

- McAlvain Companies will promote a detailed Job Hazard Analysis (JHA) and Pre-Task Plan process to identify and control hazards for daily work.
- McAlvain Companies will conduct daily safety inspections and formal monthly site observation reports to review all employees and all trade partners, safe practices and current site conditions.
- McAlvain Companies will provide tools and training to promote a high-performance safety culture by ensuring hazards are recognized and controlled.
- McAlvain Companies will maintain a competent person for each scope of work who has been trained to identify hazards of the work to be performed.
- All workers, including employees and trade partners have stop-work authority in order to correctly identify hazards and when necessary, implement appropriate controls.

Hazard Identification and Control

Hazard Identification and Control is a continuous process requiring support of all workers on site. Workers are encouraged and recognized for identifying jobsite hazards and taking corrective actions to maintain a safe and healthy jobsite.

- McAlvain Companies will maintain the JHA and PTP process to identify and control hazards recognized by all workers.
- Identified competent persons are required to take necessary measures to abate any unsafe conditions or unsafe acts.
- McAlvain Companies has established a risk control matrix to rank hazards so that the hazards can be prioritized for control measures.
- McAlvain Companies has established a hierarchy of controls to align with the controls being selected and implemented according to OSHA. The core premise is that successful plans begin with engineering controls and ends with PPE.
- McAlvain Companies will investigate incidents to identify root causes and contributing factors to the hazard. Lessons learned are shared to prevent re-occurrence.

Education and Training

McAlvain Companies' employees are trained to understand how the safety program works, their role, and their responsibilities within the program. McAlvain Companies has dedicated training resources to provide workers with an explanation of hazard recognition and control.

All employees are actively involving them in the safety process.

- McAlvain Companies will conduct New Hire Safety Orientations and Job Site Safety Orientations with all workers prior to working on site. This training establishes roles and responsibilities for safe work and asks for commitments from all workers. Upon completion, each worker will acknowledge receiving the training in writing.
- McAlvain Companies supports employee development and growth by providing a variety of training classes and opportunities to enhance knowledge, skills and abilities.
- McAlvain Companies utilizes classroom, online, group activities, role play, and presentations to ensure training is understood.
- McAlvain Companies utilizes hands on training devices such as fall protection equipment, tools, and PPE training to reinforce understanding.
- Clear deliverables and objectives are established for all training provided

Program Evaluation and Improvement

McAlvain Companies will continuously evaluate the effectiveness of our safety and health program. Quarterly, McAlvain Companies Executive Leadership Team reviews the effectiveness of the safety procedures and results. As needed will provide direction and feedback for changes and improvements.

- Processes are established to monitor program performance, verify program implementation, and identify program shortcomings and/or opportunities for improvement.
- Necessary actions are taken to improve the program and overall safety and health performance.
- McAlvain Companies participates in Root Cause Analysis (RCA) reviews to share lessons learned and best management practices with Supervisors and Non-Supervisors. The Root Cause Analysis are reviewed with all field personnel.

Communication and Coordination for Employers on Multi-employer Worksites

Effective communication and coordination among all workers, trade partners, and staffing agencies is critical to a safe workplace.

- McAlvain Companies, trade partners, and staffing agencies commit to providing the same level of safety and health protection to all workers.
- McAlvain Companies, trade partners, and staffing agencies communicate the hazards present at the worksite and the hazards that may be documented on JHAs.
- McAlvain Companies, trade partners, and staffing agencies establish specifications and qualifications for trade partners and staffing agencies.
- Prior to beginning work, McAlvain Companies, trade partners, and staffing agencies plan and schedule the work focused on identification and resolution of work that could impact safety or health.

V. WORKER INVOLVEMENT

- McAlvain Companies and our on-site supervision including Site Superintendent(s),

Project Manager(s), Foremen, those directly involved in the incident and field personnel, will ensure site teams are involved with daily pre-task planning, morning foreman's meetings, and weekly coordination meetings to discuss the activities for the day/week, potential exposures, and the control measures designed to address project hazards.

- McAlvain Companies on-site supervision will ensure workers participate in daily stretch and flex.
- McAlvain Companies on-site supervision will ensure workers participate in weekly All Hands Safety Toolbox talk meetings.
- McAlvain Companies and our on-site supervision and self-perform teams will ensure reporting of any good catches, near hits, unsafe conditions, or incidents are immediately reported to site supervision and McAlvain Companies EHS Managers.
- McAlvain Companies and our on-site supervision will provide support and coaching to all workers and their teams.

VI. PERFORMANCE MEASURES

Performance measures as outlined in Section III will be used to assess the effectiveness of the partnership. McAlvain Companies 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.

VII. ANNUAL EVALUATION

The program will be evaluated on an annual basis by using the OSHA Strategic Partnership Program Annual Partnership Activities Report and Evaluation format, as specified in Appendix C of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003. It will be the responsibility of McAlvain Companies to collect the required data to evaluate and track the overall results and successes of the partnership.

OSHA will conduct, write, and submit the annual evaluation report with input received from partners.

VIII. OSHA VERIFICATION PROCEDURES

OSHA will verify that OSP participants are upholding their responsibilities under the OSP agreement through 3 verification procedures.

- a. Off-site verification: OSHA reviews the OSP data and reports without actually entering the partner's worksite(s). Examples of this review are the Annual Partnership Evaluation Report, OSHA Form 300 Data, and any quarterly progress reports.
- b. On-site non-enforcement verification: Non-enforcement verification will be tailored specifically to meet the needs of this OSP and will include a presentation by McAlvain Companies on OSP initiatives and a worksite review by OSHA. The number of on-site non-enforcement verifications will be determined by OSHA and communicated to McAlvain Companies in advance of the on-site verification.

- c. On-site enforcement verification: These inspections include potential for issuing citations and assessing penalties for violations. These may be combined with programmed and unprogrammed inspections, for example, an SST or complaint inspection.

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.

- Being available for offsite activities such as participating in audits and evaluations, workshops, speaking events, and providing informational materials.

X. PARTNERSHIP MANAGEMENT AND OPERATION

McAlvain Companies and the U.S. Department of Labor/Occupational Safety and Health Administration – Boise Area Office, will form a partnership committee to monitor the implementation of this agreement. It will consist of a representative from each of the designated partners. McAlvain Companies will serve as the implementation team and as OSHA's primary contact. The committee will review contractor compliance and involvement in the partnership; analyze jobsite audits; initiate improvements; and evaluate modifications, achievements, and success of the partnership.

McAlvain Companies will:

- d. Complete and provide the OSHA Strategic Partnership Program Annual Partnership Activities Report and Evaluation.
- e. Share the partnership agreement with McAlvain Companies Executive Leadership Team, Safety Training Managers, and all Construction Managers.
- f. Provide access to OSHA representatives during inspection activities (monitoring and un-programmed activities such as severe injuries and employee complaints).
- g. Audit the Partnership and make recommendations for improvement.
- h. Recommend the BSU Idaho Occupational Safety and Health Consultation Program to Trade partners to support their participation in a partnership agreement.

OSHA will:

- i. Participate in partnership meetings and site reviews, as resources allow.
- j. 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.
- k. Participate in McAlvain Companies annual Stand Down to Prevent Falls in Construction and Safety Week.
- l. 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 rights provided under the OSH Act (or, for federal workers, 29 CFR 1960), nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

XII. PARTNERSHIP TERM

This agreement will terminate on May 23, 2028. If any signatory of this agreement wishes to terminate its participation prior to the established termination date, written notice of the intent to terminate must be provided to all other signatories.

If OSHA or McAlvain Companies chooses to terminate its participation in the partnership, the entire agreement is terminated. Any participant to this OSPP may withdraw from the agreement at any time after submitting written notification of intent providing a thirty-day written notice.

Changes to the partnership agreement may be implemented in writing if all parties are in agreement that it is in the best interest of all members involved.

XIII. SIGNATORIES

McAlvain Companies Inc.

**United States Department of Labor Occupational Safety
& Health Administration**

Based upon a mutual interest in protecting construction workers, the parties below agree to the above terms of McAlvain Companies and OSHA Partnering Agreement for the year of 2025 in Idaho.

Signed this 23 day of May, 2025.

	OSHA, Boise Area Office Signature: _____ Printed Name: David G. Kearns, Area Director
	McAlvain Companies Signature: _____ Printed Name: Torry McAlvain, President McAlvain Companies