



**PARTNERSHIP AGREEMENT**

**BETWEEN**

**THE OCCUPATIONAL SAFETY & HEALTH  
ADMINISTRATION  
CONCORD, NH AREA OFFICE**

**&**

**HARVEY CONSTRUCTION  
CORPORATION**

## **I. Partnership**

The partners to this agreement are:

U.S. Department of Labor, Occupational Safety and Health Administration,  
Concord, NH Area Office

Harvey Construction Corporation

## **II. Purpose & Scope**

Harvey Construction Corporation (Harvey); the United States Department of Labor, Occupational Safety and Health Administration (OSHA), Concord, NH Area Office (NHO); mutually recognize the importance of ensuring a safe and healthful work environment in the construction industry in the State of New Hampshire. To advance this mutual goal, the Partnership between Harvey and the NHO 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.

Harvey 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. Groundbreaking for the Project will start in June 2026, with an expected completion date of July 2029.

The Concord Middle school (hereafter referred to as “The Project”) consists of a brand new 3 story school, solar array, and geothermal wells. In addition to the new school, there will be new athletic fields constructed as part of the project. The fields will consist of three soccer/lacrosse fields and two basketball courts. Once the new school is complete, the old structure will be demolished. The new middle school will be located on a 21.38+/- acre parcel, with a total of 212,000 Sq.ft. of building. The new school will replace the outdated Rundlett middle school.

### III. Goals, Strategies, & Performance Measures

| GOALS                                                                                                                                          | STRATEGIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | MEASURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| 1. Developing a partnership that will encourage involvement of the CM and sub-contractors in the improvement of safety and health performance. | <p>a. Harvey will require all the subcontractors to develop and implement written safety and health programs.</p> <p>b. Will require all sub-contractors onsite to work toward implementing a “zero tolerance” safety practice to help achieve the desired reduction of worksite incidents.</p> <p>c. Harvey has a written site-specific health and safety plan for work to be conducted onsite. To easily 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 concerning the high hazard tasks to be performed.</p> <p>d. Compile a summary of the number of inspections made by the Harvey on site 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), and will show the number of items within the categories that were corrected.</p> <p>e. Requires subcontractors to</p> | <p>i. Harvey will verify by reviewing the number of subcontractors that implemented written safety and health programs find recognize those with exemplary programs.</p> <p>ii. Will conduct a periodic review of the subcontractor's injury/illness statistics for the Project.</p> <p>iii. The orientation is led by Harvey Superintendent and on site safety manager and is given to all workers that arrive onsite (general contractor and subcontractor employees). Harvey will adjust the orientation to include specific information resulting in lessons learned in changing site conditions.</p> <p>iv The onsite safety manager manager will periodically sit in on daily briefings and discuss with foremen strong points and areas that may be improved.</p> |

| GOALS                                                                                                                                                                                                                                                                                                                                | ST RATEG I ES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | MEAS URES                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                                                                                                                                                                                                                                                                                                                      | conduct a daily job briefing and review with their crew prior to starting work.                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2. Identifying opportunities for enhancing safety and health practices related to the operation and maintenance of material handling equipment involved in the Project.                                                                                                                                                              | <p>a . Require subcontractors to 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 currently occurring or upcoming events the crews should be aware of.</p>                                                                                        | <p>i. Document the number of employees that have been trained and licensed on the material handling equipment.</p> <p>i i . All workers are asked to present their training documentation, qualifications, and/or certifications. The worker and his/her qualifications are inserted into project binder 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>Harvey Construction will compare the project to U.S. Bureau of Labor Statistics (BLS) national trends and use these rates as tool for continual health and safety program development</p> | <p>a. Harvey 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 workers' hours will be tracked onsite by the onsite safety manager for Harvey personnel and their subcontractors to accurately maintain a current Total Case Incident Rate (TCIR) and Days Away Restricted Time (DART) rate.</p> | <p>i. OSHA's 300 injury and illness data.</p> <p>ii. Harvey incident/accident monthly tracking log.</p> <p>iii. After each significant incident 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> |

| GOALS                                                                                                                                                                   | STRATEGIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | MEASURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| 4. Ensure, where feasible all serious hazards are eliminated or controlled through controls, safe processes and/or procedures, and personal protective equipment (PPE). | <ul style="list-style-type: none"> <li>a. Confirm health related issues arising during the course of the construction work are adequately addressed by Harvey and its subcontractors. All health-related issues will be discussed monthly during the partnership meetings.</li> <li>b. All contractors will provide hearing conservation, silica, and any other health related hazard training to all employees and its subcontractors.</li> <li>c. Harvey Construction will implement an effective industrial hygiene monitoring program to control hazards such as but not limited to silica, noise, and other airborne contaminants which may be present during various parts of the project.</li> </ul> | <ul style="list-style-type: none"> <li>i. The number of employees trained on fall protection systems including PFAS, supported scaffolding, mobile scaffolding and ladders, as they relate to the Project.</li> <li>ii. The number of tool box talks regarding conditions on the worksite for the duration of the project will be tracked</li> <li>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.</li> <li>iv. Harvey Construction will ensure that all subcontractors are in compliance with fall protection requirements when working on elevated work levels six (6') feet or more above lower level including training of all affected employees on the safe and correct use of fall protection systems including supported scaffolding, mobile scaffolding PFAS, and ladders.</li> </ul> |

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, injuries 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.

#### **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 Harvey and its subcontractors when and only when they are working at the Project:

- a. Outreach, information, training, and technical assistance by the NHO.
- b. Special recognition, which may include but is not limited to, press releases issued by OSHA and recognition on OSHA's web page designating Harvey 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 November 6, 2006, Harvey 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 typically will be conducted within 60 days of execution. Citations and penalties may be issued, when appropriate, as a result of these inspections. During this period Harvey 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 Harvey 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. Harvey and NHO are responsible for collecting baseline and annual performance data upon which the OSPP will be measured. Harvey 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.

### **Harvey will establish the following:**

Project-Specific OSHA Safety and Health Program Management Guidelines — Harvey 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**

Harvey 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 course.

#### **Worker Participation**

Harvey and OSHA will establish an anonymous project safety survey for workers to give feedback on site conditions, safety protocols, and request relative training/ refresher training.

Weekly foremen's meetings-Harvey Construction 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 with OSHA and the employee representatives.

#### **Hazard Identification and Assessment**

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

Job Hazard Analysis — Harvey 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**

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.

Use of task appropriate PPE  
100% fall protection when fall exposures at 6 feet or greater

## **Education and training**

Each Employer and Harvey Construction will commit to ensuring each worker is trained in the following:

- Training on respective fall protection equipment and its applicable use
- Training on the Focus 4
- Conduct site-specific safety and health training Participation in OSHA's Safety Stand Down

## **Program Evaluation**

Recordkeeping — Harvey 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 the New Hampshire Office OSHA Staff to attend any of these meetings when requested
- B. by OSHA.
- C. 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 Harvey for corrective action.
- D. Recordkeeping — All subcontractors shall record workplace injuries and illnesses as required by 29 CFR 1904 and shall report recordable incidents to Harvey for recording on the Project OSHA 300 Log.
  - a. 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 Harvey compliance with the Partnership Agreement.
- B. Provide initial review of Harvey 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 Harvey 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 Harvey and subcontractors.
- J. Provide input on compliance strategies.

### **Subcontractor Building 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 Harvey 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 Harvey 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**

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| Printed Name                 | Printed Name                 |
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| Company                      | Company                      |
| <hr/>                        |                              |
| Signature                    | Signature                    |
| Signed this ____ day of 2025 | Signed this ____ day of 2025 |