#### PURPOSE

The purpose of the Contractor/Subcontractor Procedure is to set a minimum standard for all those that work under Gazzola Paving Ltd. in a contract or subcontract capacity. This procedure is to ensure that all contractors/subcontractors follow the OHSA requirements and Gazzola Paving Ltd. Health & Safety Program requirements.

#### SCOPE

- Pertaining to the health, safety, and environment portion of each entity or subcontractor working directly for Gazzola Paving Ltd.
- Pertaining to the health, safety, and environment portion of each entity or subcontractor working under any other entity or subcontractor working for Gazzola Paving Ltd.

### RESPONSIBILITIES

#### Health and Safety Coordinator Responsibilities:

- Ensuring subcontractors are following Gazzola Paving Ltd. Health & Safety Program.
- Ensuring subcontractors have provided all appropriate Health & Safety documentation.
- Assist in the sub-contractor review procedure as required.
- Maintain an updated list of the approved sub-contractors based on the results of the Sub-contractor Review.

#### Senior Management Responsibilities:

- Reviewing the subcontractor performance review completed by the project manager and the site superintendent.
- Reviewing the list of the accepted sub-contractors.

#### Project Manager Responsibilities:

- Determining which subcontractors are to perform work on projects.
- Advising the Health & Safety Coordinator and Site Superintendent of the subcontractor information and contract details.
- Completing the subcontractor review form with input from the Site Superintendent and the Health & Safety Coordinator.
- Ensure communication of the requirements under this procedure is scheduled with all site level personnel including workers and Subcontractors.
- Requesting Subcontractor documents to ensure all Subcontractors can demonstrate competency and implement the site specific workplace requirements.
- Review workplace specific requirements under the forms required on this procedure

#### Superintendent Responsibilities:

- Conducting Site Orientations and updating Subcontractors on Gazzola Paving Ltd. Policies and Procedures.
- Ensuring submittal of subcontractor's daily/weekly paperwork, such as hazard assessments, site inspections, toolbox talks, etc.
- Conducting inspections of sites, documenting findings and sharing relevant information with Gazzola Paving Ltd. senior management.
- Review findings with each Foreman to ensure that corrective measures are taken.
- Follow-up on the findings and implement recommendations for each unsafe condition.

#### Foreman Responsibilities:

- Ensure, where reasonably possible, that every Subcontractor, worker and visitor at the workplace complies with all Occupational Health and Safety Act and Regulations.
- Conducting inspections of sites, documenting findings and sharing relevant information with Gazzola Paving Ltd. Superintendent
- Review findings with the superintendent and implement the corrective measures required.

#### Workers Responsibilities:

- Working in conjunction with subcontractor employees.
- Ensuring subcontractors are following Gazzola Paving Ltd. Health & Safety Program.

#### Subcontractors Responsibilities:

- Ensure compliance to all applicable H&S regulatory requirements and relevant procedural requirements outlined within the Gazzola Paving H&S manual.
- Conduct Toolbox Talks or an equivalent sub-contractor's safety meeting with their employees at least once a week. A copy of the toolbox talk to be forwarded to the Site superintendent on a weekly basis.
- Inspect all equipment and work site conditions prior to beginning work. All tools and equipment shall be maintained in safe operating condition.
- Ensure that Locates have been obtained for all underground utilities and are maintained on regular basis.
- Ensure that all necessary PPE/ clothing for employees is provided and used appropriately.
- Report any injuries requiring medical attention to the Site Superintendent and required regulatory agencies.
- Undertake an investigation of all incidents and near misses and forward a copy of all related reports to the Gazzola Paving within 24 hours.

- Attend and participate, in mandatory weekly H&S meetings as determined by Gazzola Paving.
- Ensure compliance with instructions regarding corrective actions issued by Gazzola Paving.
- Ensure that employees attend orientation training prior to beginning work.
- Subcontractor are responsible for advising all their employees of the requirements outlined within this procedure.

### PROCEDURE

- 1. Gazzola Paving Ltd. Project Manager to determine which and when subcontractor will be working on a project site.
- 2. Gazzola Paving Ltd. Project Manager to communicate subcontractor details to Health and Safety Coordinator and Site Superintendent.
- 3. Gazzola Paving Ltd. Project Manager to provide direct Subcontractor with a copy of the Gazzola Paving Ltd. Health & Safety Program (or applicable/relevant portions).
- 4. Gazzola Paving Ltd. Senior Management or Project Manager to provide subcontractors with a complete subcontract agreement outlining the scope of work, timelines, milestones and payment details.
- 5. Gazzola Paving Ltd. Senior Management or Project Manager to provide subcontractor with a copy of this procedure.
- 6. Subcontractor to provide all documentation prior to beginning work:
  - Subcontractor Health and Safety Agreement (Form 18-1)
  - Fully signed contract
  - Hazard acknowledgement letter (Form 18-2)
  - Subcontractor Adherence to Contractors Health and Safety Program (Form 18-3)
  - Form 1000
  - WSIB clearance certificate
  - Liability insurance certificate
  - Competent Supervisor Form (Form 18-4)
  - SDS Sheets and Proof of Worker(s)WHIMS training
  - Additional Training Certificates as Required by all legislative acts and regulations relevant to the scope of their work (ex. Work at Height)
  - Copy of Subcontractor's Health & Safety Policy
  - Copy of Subcontractor's Workplace Violence & Harassment Policy
  - Pre-Start JHA (Refer to Form 19-1-1)
  - Underground Utility Locates

- 7. Subcontractor to complete transfer of Gazzola Paving Ltd. Health & Safety Program details and required documentation to any party under they employ and direction, whether directly or via a subcontract.
- 8. Subcontractor to ensure that all persons under their direction or employ, whether directly or via subcontract, shall be fully aware and remain compliant with this policy and all appropriate transfer of policy and expectation is completed.
- 9. Gazzola Paving Ltd. Health and Safety Coordinators and Site Superintendents/Foremen shall inspect and monitor the ongoing activities of the subcontractor.
- 10. Subcontractor to always complete necessary modifications when noted to remain compliant to all policies and legal requirements.
- 11. Gazzola Paving Ltd. Health and Safety Coordinators to note any subcontractor violations relative to health, safety, and environmental and bring to the attention of Gazzola Paving Ltd. senior management. This includes direct and indirect subcontractors. Non-compliant entities will be warned of the infraction and held accountable as required. This will be accomplished using various methods, including, but not limited to, progressive corrective actions or contract removal.
- 12. Gazzola Paving Ltd. senior management, in conjunction with the Project Manager to review the subcontractor upon completion of the work. The Approved Subcontractor List to be updated based on results of the review.

#### Contractor/Subcontractor Review Procedure

- 1. Project Manager to complete the subcontractor review form. (Form 18-5)
- 2. Advise Senior Management of any issues that were identified during the review process.
- 3. Keep a record of the review in the job file.
- 4. Update the approved subcontractor list rating based on the most recent review.
- 5. Arrange a meeting with the subcontractor to discuss any performance issues if planning on using the subcontractor again.
  - a. Make minutes of the meeting and distribute to Senior Management, Project Manager(s), Subcontractor.

#### **Sub-Contractor Document Submissions**

#### Gazzola Paving Ltd. Subcontractor Health & Safety Job Start Up Mandatory Submissions

- Subcontractor Health and Safety Agreement (Form 18-1)
- Fully signed contract
- Hazard acknowledgement letter (Form 18-2)
- Subcontractor Adherence to Contractors Health and Safety Program (Form 18-3)
- Form 1000
- WSIB clearance certificate
- Liability insurance certificate
- Competent Supervisor Form (Form 18-4)
- SDS Sheets and Proof of Worker(s)WHIMS training
- Additional Training Certificates as Required by all legislative acts and regulations relevant to the scope of their work (Ex. Work at Height)
- Copy of Subcontractor's Health & Safety Policy
- Copy of Subcontractor's Workplace Violence & Harassment Policy
- Pre-Start JHA (Refer to Form 19-1-1)
- Underground Utility Locates

#### Gazzola Paving Ltd. Subcontractor Health & Safety Daily and Weekly Submission Requirements

\* Subcontractor can submit their own forms provided Gazzola Paving Ltd. deems them to be sufficient. This means of equal or greater standard than the forms provided herein by Gazzola Paving Ltd. \*

#### Daily

- 1. Daily Job Hazard Assessment (Refer to Form 26-1-1)
- 2. Pre-Dig Utility Checklist/Locates (Form 18-6)
- 3. Traffic Protection Plan

#### Weekly

- 1. Weekly Site Inspection (Refer to Form 6-1-1)
- 2. Record of Toolbox Talk (Refer to Form 5-1)

#### DISTRIBUTION

The **Project Manager** will ensure distribution of this documentation when requested and gathering of all pertinent information during the procurement process.

The **Project Manager** and **Superintendent** will also be responsible for the distribution and gathering pertinent information to/from the Subcontractors during the Site Orientation.

#### RECORDS

All information gathered during the hiring process and the orientation process shall remain on file for a period of at least five years.

Company: \_\_\_\_\_

Date:

Project/Contract #: \_\_\_\_\_

Gazzola Paving Ltd. reminds their sub-contractors that they are required to work in a safe manner, and to comply with all applicable requirements of the Ontario Occupational Health and Safety Act regulations and other applicable codes and standards and in particular, the Construction Project Regulation.

This checklist is to be completed by the sub-contractor and reviewed at the pre-construction meeting by the Construction Project Manager and/or Health and Safety Management. Contractors are reminded to bring their completed checklist form with them to the preconstruction meeting.

#### 1. NOTICES

Gazzola Paving Ltd. must be notified in writing when the Ministry of Labour has been contacted:

Have you read and understood the sections for filing notices and completing registrations?

		Yes	No
٠	When a critical injury or death occurs at a workplace		
٠	Where an accident, explosion or fire causes injury at a workplace		
•	Accident and/or explosion		

#### 2. CONTRACTORS SITE SAFETY DOCUMENTATION

	Yes	No
Health and Safety Policy		
<ul> <li>Copy of Occupational Health and Safety Act</li> </ul>		
<ul> <li>WSIB Poster (In case of Injury)</li> </ul>		
MSDS/SDS Sheets		
• Ministry of Labour Inspection Reports Posted (If Applicable)		
<ul> <li>Registration of Contractors and Employers (Form 1000)</li> </ul>		
Traffic Control Plan		
<ul> <li>Name of Health and Safety Representative</li> </ul>		
<ul> <li>Name of persons trained in First Aid</li> </ul>		

#### 3. HEALTH AND SAFETY REPRESENTATIVE

Joint Health and Safety Committee (required when there are more than 20 workers on the project and the project is to last more than 3 months or when ordered by the Ministry of Labour)

 Health and Safety Representative (required where the number of workers regularly exceed 5 or when ordered by the Ministry of Labour)

Name:	
Contact Info:	

4.	PERSONAL PROTECTIVE EQUIPMENT AVAILABLE			
• • • •	Hard Hats/Safety Footwear/Reflective Safety Clothing Safety Glasses Hearing Protection Respiratory Protective Equipment Confined Space Entry Equipment Fall Protection Other	Yes	No	N/A
5.	CONTRACTOR STAFF TRAINING CONFIRMATION	Yes	No	N/A
• • • • • • • •	WHMIS Training Orientation Training Traffic Control Training Confined Space Entry Training Equipment Training for Operators Equipment Operator Signaller Training Trenching/Excavation Training Working at Heights Training Use and Care of PPE Asbestos Awareness Training Fit testing of respirator Ontario Reg 297/13 – Occ. Health and Safety Awareness Other			
Copies	s of Certificates submitted:			
6. • 7.	TRAFFIC CONTROL MEASURES Traffic Control Plan to be provided on the field as per the MTO Traffic Control Manual for Roadway Work Operations SUPERVISION		Yes □	N/A
	Name of Competent Supervisor:			
	Contact #: CELL BUSINESS			
8. •	<ul> <li>EMERGENCY</li> <li>Accident Prevention, Reporting &amp; Procedure <ul> <li>Is an Emergency Plan in Place?</li> <li>Are First Aid Kits available onsite?</li> <li>Are qualified First Aider's onsite?</li> </ul> </li> </ul>	Yes □ □	No 	<b>N/A</b>
•	Emergency telephone number ()     Police Non Emergency number ()			

#### 9. **CONFINED SPACES** Yes No N/A • Does the sub-contractor have testing equipment and procedures capable of evaluating hazards within a confined space before entry? • Is the sub-contractor familiar with the confined space requirements outlined in the Occupational Health & Safety Act and Regulations? 10. **EXCAVATIONS/TRENCHING** N/A Yes No The sub-contractor understands that it is their responsibility to arrange for underground utility locates Type of support system proposed: • • Timbering and Shoring П П • Pre-fabricated support system П • Trench Box (liner) certified П П • Sloping as per soil type • Hydraulic support system П П П • Sheathing

List and discuss any additional potentially hazardous conditions or operations that are typically associated with the project (if required):

Gazzola Paving Ltd. Project Manager: \_\_\_\_\_

Sub-Contractor Representative: \_\_\_\_\_

(I declare that I have answered all required questions in the application fully and truthfully)

Company:

Position:

Contact:

## Hazard Acknowledgement Letter

In accordance with the Health and Safety program of **Gazzola Paving Ltd.,** I hereby confirm and acknowledge that all employees and/or company affiliates of

	have reviewed and understand all	
(Insert Company Name)		
the Hazards identified through our comprehen	sive Job Site Hazard Assessment for	
Job/Contract No	on	
*It is also	responsibility to	
(Insert Company Name) identify any additional hazards as part of thei	r scope of work being conducted*	
identify any additional hazards as part of their scope of work being conducted*		

Signature

Date

Print Name & Title

Witness

Date

Print Name & Title

# <u>18-3 Form</u> – Subcontractor Adherence to Contractor's Health & Safety Program

I/We of \_\_\_\_\_\_ do solemnly declare that we do now and will continue to comply with all statutes including the Occupational Health and Safety Act, Ministry of Labour, Ministry of Transportation, Workers Safety and Insurance and all regulations thereunder.

I/We of \_\_\_\_\_\_ agree to indemnify and hold harmless **Gazzola Paving Ltd.** and the constructor's officers, directors, supervisors, agents and employees from and against all claims, actions, legal proceedings, demands, obligations, statutory demands, costs, legal costs on a solicitor and his own client basis and damages made or claimed against **Gazzola Paving Ltd.** arising out of or attributable to a breach by \_\_\_\_\_\_\_ of its obligations under the Occupational Health and Safety Act, Ministry of Labour, Ministry of Transportation, Workers Safety and Insurance Board and any regulations made thereunder.

I/We of \_\_\_\_\_\_ do solemnly declare that we have reviewed the Constructor's Health and Safety Policy and Program and will adhere to the most stringent of the following requirements: Statutory and Regulatory Requirements; Constructor's Health and Safety Program; Subcontractor's Health and Safety Program.

I/We of \_\_\_\_\_\_, understand that **Gazzola Paving Ltd.** will also be notified of any incidents that requires the Ministry of Labour,
Ministry to be notified of, per legislated requirements in the Ontario Health & Safety Act.

I/We of \_\_\_\_\_\_, do solemnly declare that we have conducted Job Hazard Assessments and will continue to comply with all statutes including the Occupational Health and Safety Act, Ministry of Labour, Ministry of Transportation, Workers Safety and Insurance and all regulations thereunder.

I/We of \_\_\_\_\_\_, understand that **Gazzola Paving Ltd.** will be required to receive weekly tool box talks and will continue to comply with all statutes including the Occupational Health and Safety Act, Ministry of Labour, Ministry of Transportation, Workers Safety and Insurance and all regulations thereunder.

Signature

Date

Print Name & Title

Witness

Date

Print Name & Title

## **Subcontractor Declaration of Competent Supervisor**

IN THE MATTER OF: Contract work performed by:

	(Company Name)	
at the	2	
	e (Name of Project)	
1.	I am the	
	Title	
	Of	
	Of and as such have the knowledge of the matters herein stated.	
2.	(Company Name)	_ is a
	(Company Name)	
	Choose one: Sole Proprietorship/Partnership/Corporation	
	with its head office located at	
	(Address)	
	and has carried on a business as a contractor since or on about	
	/ / Insert Date	
3.	has since //	
	has since // (Company Name) (Insert Date)	
	had in place a Health and Safety Policy under section 25(2) J of O Occupational Health and Safety Act -R.S.O. 1990, c.O1. as amer "Act") and has developed and maintains on an annual basis, a pro- implement the written Occupational Health and Safety Policy. A co- policy is available for inspection upon request.	nded (the ogram to

4. \_\_\_\_\_\_ will employ for this project, a supervisor or supervisors who are competent persons as defined by section 1 (1) of the Ontario Construction Regulations and specifically the following person(s) who:

- a) are qualified because of knowledge, training and experience to organize the project work and its performance.
- b) are familiar with the Act and Regulations for Construction Projects that apply to the project work; and
- c) have knowledge of any potential or actual danger to health and safety at the project
- 5. \_\_\_\_\_\_ will employ, for the purpose of this or any project, the following competent supervisors:

No supervisors other than those named shall work on the project in a supervisory capacity.

Company Official's Printed Name

Company Official's Signature

Dated: \_\_\_\_\_\_

## Sub-contractor Health & Safety Performance Review

Evaluation Criteria	Exceptional	Satisfactory	Unacceptable
1) Did the work get done on time?			
2) If not, were reasons			
Avoidable			
Unavoidable			
<ol> <li>Adherence to Gazzola's Health &amp; Safety Program Requirements</li> </ol>			
4) Compliance with OHSA & applicable regulations			
5) Were specific safety Issues addressed in a timely & acceptable manner?			
6) Were all daily/weekly forms required delivered in a timely & acceptable manner?			
<ul> <li>7) Were all incidents reported to Gazzola's Superintendents on site in a timely manner?</li> </ul>			
8) Overall Health & Safety Performance			
Description	I	Number of O	ccurrences
Total number of incidents			
Total number of critical injuries repo Ministry of Labour	orted to the		
Property damage incidents			
Ministry of Labour orders			

Review Prepared by: \_\_\_\_

(Name & Signature)

(Date)

## PRE DIG UTILITY CHECKLIST

	YES	NO
Have the Locates been reviewed and marked out as per the request (Proof of Locates to be provide to the contractor upon request)?		
Are the utility point marks in the field visible?		
Ensure all parties involved in the project are participating in the orientation in advance of work. Identify each type of utility that will be encountered as well as their locations and all measures that will be taken to locate and can prevent damage to each.		
Ensure all utilities have been spelled out in "white" paint for additional visual awareness.		
Ensure that a copy of the locates have been given to the Operators and placed in the equipment.		
Identify the type, size and material of the utility that has been identified and acknowledged in advance of locating the utility.		
Ensure the excavation to locate the utility by hand and/or vacuum is from the existing surface to the utility without the use of mechanical equipment/machinery.		
Ensure the uncovered utility matches the utility locate.		
Ensure the utility is uncovered across the full-width of the excavator and visible for the operator to see.		
Ensure one or more persons as required are appointed as dedicated spotter.		
Ensure the utility is protected by the vertical walls of the excavation.		
Ensure you report any unsafe or pre-existing condition of the utility that doesn't appear to be normal condition.		
Ensure all proper measures are being implemented to protect the utili and the well-being of the utility is not compressed.	ty 	
Supervisor Name:		
Supervisor Signature Dat	te:	