## Contractor Safety Standards

### M2-SH-21

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<thead>
<tr>
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### Approvals:

Approval Signature: **Kenneth R. Bogler**

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Vice President, Safety
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVE SUMMARY</td>
<td>4</td>
</tr>
<tr>
<td>1. PURPOSE</td>
<td>5</td>
</tr>
<tr>
<td>2. APPLICABILITY</td>
<td>5</td>
</tr>
<tr>
<td>3. DEFINITIONS</td>
<td>5</td>
</tr>
<tr>
<td>4. REFERENCES</td>
<td>5</td>
</tr>
<tr>
<td>5. DISCUSSION</td>
<td>6</td>
</tr>
<tr>
<td>5.1 Overview of Contractor Safety at Eversource</td>
<td>6</td>
</tr>
<tr>
<td>5.2 Safety Communication</td>
<td>6</td>
</tr>
<tr>
<td>CONTRACTOR SAFETY STANDARDS</td>
<td>7</td>
</tr>
<tr>
<td>6. PRE-BID REQUIREMENTS</td>
<td>7</td>
</tr>
<tr>
<td>6.1 ISNetworld</td>
<td>7</td>
</tr>
<tr>
<td>6.2 Eversource Requirements</td>
<td>8</td>
</tr>
<tr>
<td>6.3 Contractor Requirements:</td>
<td>8</td>
</tr>
<tr>
<td>6.4 Alcohol, Controlled Substances, and Weapons</td>
<td>8</td>
</tr>
<tr>
<td>6.5 Review of and Adherence to Additional Eversource Requirements</td>
<td>9</td>
</tr>
<tr>
<td>6.6 Safety Work Rule Compliance</td>
<td>9</td>
</tr>
<tr>
<td>6.7 Eversource “Rules to Live By”</td>
<td>10</td>
</tr>
<tr>
<td>6.8 Contracted Helicopter Services</td>
<td>10</td>
</tr>
<tr>
<td>7. POST-CONTRACT AWARD ACTIVITIES</td>
<td>11</td>
</tr>
<tr>
<td>7.1 Contractor Project Health and Safety Work Plan</td>
<td>11</td>
</tr>
<tr>
<td>7.2 Pre-Construction Meeting</td>
<td>11</td>
</tr>
<tr>
<td>7.3 Safety Professional Oversight</td>
<td>11</td>
</tr>
<tr>
<td>7.4 Emergency Response/Medical</td>
<td>12</td>
</tr>
<tr>
<td>7.5 Assigning a Competent Person (or persons)</td>
<td>12</td>
</tr>
<tr>
<td>7.6 Contractor Ownership &amp; Responsibility</td>
<td>12</td>
</tr>
<tr>
<td>7.7 Regulatory Inspections</td>
<td>13</td>
</tr>
<tr>
<td>7.8 Safety Statistics, Inspection and Maintenance Records, Other Pertinent Documentation</td>
<td>13</td>
</tr>
<tr>
<td>8. INCIDENT REPORTING AND ANALYSIS</td>
<td>13</td>
</tr>
<tr>
<td>8.1 General Requirements</td>
<td>13</td>
</tr>
<tr>
<td>8.2 Contractor Safety Related Incidents</td>
<td>14</td>
</tr>
<tr>
<td>9. TRAINING AND QUALIFICATION</td>
<td>14</td>
</tr>
<tr>
<td>9.1 General Requirements</td>
<td>14</td>
</tr>
<tr>
<td>9.2 Qualified (Electrical Workers) Employee</td>
<td>15</td>
</tr>
<tr>
<td>9.3 Non-Qualified Employees Working Near Energized Lines and Equipment</td>
<td>16</td>
</tr>
<tr>
<td>9.4 Qualified (Gas Workers) Employee</td>
<td>16</td>
</tr>
<tr>
<td>10. WORK PREPARATION AND WORK ACTIVITY REQUIREMENTS</td>
<td>17</td>
</tr>
<tr>
<td>10.1 Job Safety Briefings</td>
<td>17</td>
</tr>
<tr>
<td>10.2 Asbestos, Lead, and Other Hazardous Substances</td>
<td>17</td>
</tr>
</tbody>
</table>
10.3 Electrical Safety

10.4 Personal Protective Equipment (PPE) General Requirements

10.5 Smoking

10.6 Confined Space Entry (including Enclosed Space Entry)

10.7 Hazard Communication

10.8 Hot Work

10.9 Lifting and Hoisting

10.10 Trenching & Excavations

10.11 Guarding of Holes and Openings

10.12 Scaffolding

10.13 Ladders

10.14 Fall Protection

10.15 Tools and Equipment

10.16 Nail Guns and Powder-Actuated Tools

10.17 Work Zone Protection and Traffic Control

10.18 Walks and Roadways

10.19 Housekeeping

10.20 Barriers, Warnings, Signs, and Signage Credibility

10.21 Vehicle Safety and the Federal Motor Carrier Safety Regulations

10.22 Gas Systems

11. VERIFICATION OF COMPLIANCE WITH CONTRACTOR SAFETY STANDARDS

11.1 Contractor Safety Professional and Contractor Supervision Work Observation Program

12. ENSURING CONTINUOUS IMPROVEMENT

12.1 Contractor Safety Performance Corrective Action Process

13. SUMMARY OF CHANGES

ATTACHMENTS

Attachment 1 Definitions

Attachment 2 Contractor Risk Assessment Criteria

Attachment 3 Sample Safety Questionnaire for Prospective Contractors

Attachment 4 Sample Contractor OSHA-300 Log and Experience Modification Rate Summary

Attachment 5 Sample Contractor Safety and Health Enforcement Summary

Attachment 6 Contractor Safety Awareness Training and Management Certification

Attachment 7 Live-Line Work Minimum Approach Distances

Attachment 8 Contractor Project Safety Work Plan Requirements

Attachment 9 Sample Hot Work Permit

M2-SH-21

Page 3 of 45

Rev. 0
Executive Summary

Eversource and its Contractors shall provide safe and healthful workplaces for their respective work forces. This protects the employees, general public, and the environment from hazards that work activities might create. An employer (Eversource or Contractor) has the responsibility to protect its workers from hazardous conditions regardless of who created them. An employer is not insulated from this responsibility if it did not know about the hazardous conditions but could have known about them with the exercise of reasonable diligence.

The Contractor Safety Standards stated in this document govern the safety and health aspects of the way that Contractors, subcontractors, and agents perform work at Eversource’s site, and convey Eversource’s minimum expectations regarding safety and health practices. These Contractor Safety Standards may exceed the requirements of Federal, State and local regulatory agencies.

The Contractor Safety Standards are in addition to any safety and health procedures, policies, guidance, or work instructions of each Contractor. Failure to comply with any portion of the Contractor Safety Standards may be a breach of contract and just cause for placement in a probationary program and/or expulsion from Eversource’s site and/or termination of the contract.

Contractors working for Eversource shall maintain and execute safety programs to protect both Eversource and Contractor personnel from workplace injury and illness, and to prevent losses associated with safety incidents.

To assist Contractor’s in implementing effective safety programs, Eversource includes its Contractor Safety Standards, as appropriate, into all contracts, monitors each Contractor's safety performance, and exercises contractual remedies where the Contractor Safety Standards are not being satisfied.

Eversource strives for continuous process improvement. To that end, Eversource Representatives, Eversource Safety, and members of each Contractor’s safety team, monitor and measure the implementation of the Contractor Safety Standards and, as necessary, develop corrective actions to ensure that worksite health and safety is continuously improving.
1. PURPOSE
   This document provides the requirements and implementation instructions for the Eversource Contractor Safety Standard. This standard is used in conjunction with the administration, and oversight of the contracts with Contractors to maximize their safety responsibility by ensuring the following:
   • Making safety an integral part of the pre-bid selection process.
   • Incorporating applicable safety requirements into each contract as a performance obligation of the Contractor.
   • Requiring strict adherence to the safety specifications of each contract.
   • Exercising contractual options or remedies where appropriate.

2. APPLICABILITY
   This Standard applies to all Contractors who perform work on Eversource’s systems and/or premises.

3. DEFINITIONS
   See Attachment 1.

4. REFERENCES
   • United States Department of Labor – Occupational Safety and Health Administration www.osha.gov
   • ASTM American Society for Testing and Materials www.astm.org
   • ANSI American National Standards Institute www.ansi.org
   • US Department of Transportation’s Manual on Uniform Traffic Control Devices (MUTCD) mutcd.fhwa.dot.gov/index.htm
   • Call Before You Dig http://www.cbyd.com/
   • Dig Safe www.digsafe.com
   • Federal Motor Carrier Safety Administration Regulations www.fmsca.dot.gov/regulations
   • American Gas Association (AGA) www.aga.org
   • Northeast Gas Association (NGA) www.northeastgas.org
5. DISCUSSION

5.1 Overview of Contractor Safety at Eversource

Safety performance is a prime consideration in the selection of Contractors. Eversource stipulates safety performance requirements and responsibilities in each contract and Purchase Order and holds the Contractor accountable for meeting its contractual requirements.

The goal is to establish long-term working relationship between Eversource and the Contractors who perform work for Eversource. The intent is to share the same safety values and demonstrate those values during all aspects of work.

The Contractor Safety Standards contained within this document convey Eversource’s minimum expectations regarding safety and health practices and may exceed the requirements of federal, state and local regulatory agencies.

The Contractor Safety Standards are in addition to any safety and health requirements a Contractor may have in its Safety Program. Failure to comply with any portion of the Contractor Safety Standards may be a breach of contract and just cause for placement in a probationary program and/or expulsion from Eversource and/or termination of the contract.

All Contractors are required to comply with the requirements of the Occupational Safety and Health Administration (OSHA), and all other applicable federal, state, local laws, ordinances, regulations, and other project and site-specific permits.

Planned work activities which may affect Eversource personnel, or disrupt their work, shall be coordinated with an Eversource Representative and communicated to such personnel far enough in advance to allow for coordination, accommodations, or resolution of conflicts.

5.2 Safety Communication

Safety communication covers all avenues and forums in which Eversource and the Contractor communicate safety. Communication begins early in the bidding phase and is on-going as an integral part of the Contractor-customer relationship. The goal is to ensure clarity of expectations and to limit misunderstandings.
CONTRACTOR SAFETY STANDARDS

The following Contractor Safety Standards govern all aspects of safety to which Contractors, their subcontractors, and their agents shall conform while performing work at Eversource’s site. The Contractor Safety Standards convey Eversource’s minimum expectations regarding safety practices and may exceed the requirements of regulatory agencies. The Contractor Safety Standards are in addition to any safety policies, procedures, guidance or work instructions of the Contractor.

If any Contractor Safety Standard or safety related work method goes above and beyond the minimum requirements set forth by OSHA or another regulatory standard, Contractors shall work to achieve compliance with the Contractor Safety Standards or work methods by either adopting the Eversource methodology or providing a method which meets or exceeds the Eversource requirements.

6. PRE-BID REQUIREMENTS

6.1 ISNetworld

6.1.1 Contractors shall be a subscriber of ISNetworld if:

6.1.1.1 Eversource determines their work is High Risk using the Contractor Risk Matrix contained in Attachment 2, and

6.1.1.2 Annually their contracts with Eversource amount to greater than $100,000.

6.1.2 Contractors shall maintain an ISNetworld grade of “C” or better before they may perform work and/or provide services on the Eversource system.

6.1.3 If at any time, a Contractor has its ISNetworld grade drop to an “F”, the Contractor will be notified and will be required to immediately respond with a written action plan stating how it intends to achieve a “C” or better rating. Failure to successfully implement the action plan or achieve a “C” or better rating within an agreed upon time frame shall result in contract termination, removal from the Eversource approved Contractor list, and ineligibility to bid on future Eversource contracts until the Contractor achieves a “C” grade or higher. The agreed upon action plan and timing shall be approved by the Contractor and Eversource Operations, Procurement, and Safety organizations.

6.1.4 Contractors are required to enter specific safety data into ISNetworld by the 10th of each month. Failure to so report data shall be considered a breach of contract.

6.1.5 Contractors who are seeking a contract with Eversource and who are not currently in ISNetworld may, at the discretion of Eversource, have their safety programs manually evaluated by the Eversource Safety Department using a questionnaire (see Attachment 3, Attachment 4, and Attachment 5). If the contract is awarded to a non-ISNetworld participating Contractor, such Contractor must enroll in ISNetworld within 30 days or prior to starting work, whichever is later. Failure to enroll or enrolling but then failing to maintain a “C” or better rating shall result in contract termination.
6.2 Eversource Requirements

6.2.1 Eversource shall provide the Contractor with the characteristics of the Eversource systems related to the safety of the work to be performed. That is, Eversource will provide known information based on “existing characteristics.” Existing characteristics are facts Eversource can obtain from its existing records through the exercise of reasonable diligence.

6.2.2 Eversource shall provide the Contractor with the conditions related to the safety of the work to be performed that are known to Eversource. Eversource is only required to provide known information based on “existing conditions” to the Contractor that can be obtained from its existing records through the exercise of reasonable diligence.

6.2.3 Eversource shall provide the Contractor with any other information, that is related to the protection of the Contractor employees, about the design and operation of the system that is known by Eversource and is requested by the Contractor.

6.3 Contractor Requirements:

6.3.1 The Contractor shall ensure that each of its employees is instructed in the characteristics and conditions relevant to the employee’s work that the Contractor is aware of as a result of the information communicated by Eversource.

6.3.2 Before work begins, the Contractor shall advise Eversource of any unique hazards created by the Contractor’s work.

6.3.3 The Contractor shall advise Eversource of any unanticipated hazards found during the Contractor’s work that Eversource did not mention. The Contractor shall provide this information to Eversource immediately upon discovering the hazards.

6.3.4 The Contractor and Eversource shall coordinate their safety programs so that every employee is protected.

6.3.5 The Contractor shall conduct and document a detailed Job Safety Briefing/Job Hazard Analysis to cover all known hazards with employees prior to performing any work.

6.4 Alcohol, Controlled Substances, and Weapons

6.4.1 Each Contractor shall have a drug and alcohol screening process that includes, at a minimum, pre-employment, for-cause, and where permitted by law, random testing.

6.4.2 No alcoholic beverages, controlled substances (other than prescribed drugs), or weapons are allowed on any Eversource site, including parking lots. No worker under the influence of alcohol or controlled substances shall be allowed on any Eversource site.

6.4.3 The sale or use of alcohol or controlled substances on Eversource’s sites is strictly prohibited.

6.4.4 Any Contractor or subcontractor personnel who report to work and appear to be in an unfit condition to safely perform their assigned work functions shall be immediately dismissed from the work site. All regulatory requirements related to drug and alcohol use shall be adhered to as stated.
6.5 Review of and Adherence to Additional Eversource Requirements

6.5.1 To enable accessing referenced Incorporated Rules and Procedures in the RFP, MSA, PO, etc., (usually specified in Exhibit E “Contractor Documents and Procedures”), those Contractors under the Eversource Constructor of Choice Program shall register their company for access to the Eversource Energy public website (www.eversource.com) and then send the information to contractservices@eversource.com.

6.5.2 For Contractors performing gas main and services work, first register for access using the registration instructions in Schedule 1.2 and then access the Gas Construction Standards and Operating Procedures at https://www.eversource.com/yg/procedures/.

6.5.3 Each Contractor shall review the specific documents referenced in the MSA, RFP, or PO that are noted on Exhibit E via the Eversource website and ensure any questions pertinent to the document requirements are addressed by the applicable Eversource Representative.

6.6 Safety Work Rule Compliance

6.6.1 All Contractors shall comply with the Occupational Safety and Health Administration (OSHA) requirements, all other applicable federal, state, and local laws, ordinances, regulations, and other project and site-specific permits.

6.6.2 Contractors shall be responsible for executing all contract requirements and ensuring their employees and subcontractors are complying with all applicable safety rules and practices while working.

6.6.3 An Eversource Representative shall be assigned to provide guidance and oversight.

6.6.4 In cases where there is more than one method of compliance with a given safety rule or regulation, the Contractor may deviate from Eversource’s practices if it can demonstrate prior to execution to Eversource that the alternative practice provides a method which meets or exceeds the Eversource requirements.

6.6.5 Any Contractor or subcontractor who fails to take the necessary safety measures to conform to Contractor Safety Standards or compliance requirements shall be held accountable. Contractor accountability for violations is at the discretion of Eversource and may include:

6.6.5.1 Suspension of work in progress and onsite corrective action.

6.6.5.2 Probation or dismissal from Eversource contracts for specific Contractor and/or Subcontractor employees.

6.6.5.3 Probation or termination of any or all active contracts.

6.6.5.4 Removal of the Contractor from Eversource’s approved Contractor list.

6.6.6 Contractors have the right to discuss any findings or discipline actions taken by Eversource. The Contractor shall notify Procurement of this request and Procurement will schedule a meeting with the appropriate parties to discuss the issues.
6.7  Eversource “Rules to Live By”

6.7.1  Contractors shall always comply with the following Eversource “Rules to Live By”:

6.7.1.1  Following ground to ground use of rubber gloves and rubber sleeves and lock to lock use of rubber gloves on pad mounted equipment (≥69kV work is exempt from this rule).

6.7.1.2  Wearing full body FR clothing when required within the work zone.

6.7.1.3  Using proper fall protection equipment when required.

6.7.1.4  Atmospheric testing, monitoring and ventilation of all work within enclosed or confined spaces.

6.7.1.5  Following remote cable cutting rules and procedure within manholes and vaults.

6.7.1.6  Following all required grounding practices including testing for potential.

6.7.1.7  Using proper shoring and/or sloping when working in excavations greater than five (5) feet deep.

6.7.1.8  Switching and tagging using the proper Clearance, Permission, or Non-Reclose Assurance process.

6.7.1.9  Using required supplied air respiratory protection when working on blowing gas.

6.7.1.10  Using intrinsically safe tools and equipment in live gas situations.

6.7.1.11  Following the proper notifications and authorizations required to proceed with work on the Gas Distribution System.

6.7.2  If, at any time, any Contractor employee fails to follow one or more of the “Rules to Live By,” regardless of how the omission is discovered, that employee shall immediately be removed from the Eversource job location and shall not be permitted anywhere on Eversource property, work site, or job location (unless reinstated) regardless of what company employs him/her.

6.7.3  Depending on outcome of the Incident Analysis related to the breaking of one or more “Rules to Live By,” the employee’s on-site management and/or crew lead may also be excluded from Eversource property, work site, or job location for a specified period of time.

6.8  Contracted Helicopter Services

6.8.1  Contractors and subcontractors shall provide to Eversource evidence that they have received an Aviation third Party audit within the last three years along with any findings, corrective actions and completion dates.

6.8.2  If requested, the Contractor shall make available any applicable equipment service records and operator qualifications to the Eversource Representative or Eversource Safety.
7. POST-CONTRACT AWARD ACTIVITIES

7.1 Contractor Project Health and Safety Work Plan

7.1.1 Contractors shall develop a site-specific Health and Safety Plan (HASP) for each phase (i.e., major activity) of the job. See Attachment 8 for a sample of a Project Health and Safety Work Plan. A draft of the HASP for each phase of the work shall be submitted for evaluation as a part of the bid process with the final completed HASP being submitted to the Eversource Representative and Eversource Safety prior to work commencing.

7.1.2 The Contractor shall perform a Job Hazard Assessment for each phase (major activity) of the project and include the assessment as an integral part of the site-specific HASP.

7.1.3 For smaller projects the Eversource Representative will review with the contractor the requirements that pertain to the scope of their work. A site-specific HASP may not be required, but there shall be a documented job brief held before the commencement of work.

7.2 Pre-Construction Meeting

7.2.1 A pre-construction or project kickoff meeting may be requested by Eversource prior to the start of a project. If requested, copies of the following items shall be sent to the Eversource Representative one (1) day prior to the meeting and made available for discussion during the meeting:

7.2.1.1 The Contractor’s HASP, to verify a proper hazard mitigation plan is included. Work shall not commence until all potential hazards have been adequately addressed.

7.2.1.2 The Project Emergency Call List, to verify and be distributed to both Eversource and Contractor personnel. This list shall contain 24-hour contact information for key Contractor and Eversource personnel and, when complete, be distributed to all individuals, as determined by the project team, prior to the start of work.

7.2.2 For routine maintenance services, a review of associated safety issues specific site issues, restrictions or practices, such as evacuation procedures, shall be discussed with the Contractor upon initial hiring. Any Changes in the facility or site that may affect the safety of Contractor employees, Eversource employees, or third-Party individuals must be communicated immediately.

7.3 Safety Professional Oversight

7.3.1 Depending on the scope and scale of any single project, additional safety resources may be necessary to ensure safety compliance during work activities. One or more Contractor-supplied safety professional oversight person(s) is required for all civil, line, electrical, gas, water, and construction projects as follows:

7.3.1.1 Up to 39 workers at a work location requires a safety professional to perform routine onsite safety observations to ensure compliance with the Contractor Safety Standards at least once per week.
7.3.1.2 Forty or more workers at a work location requires a dedicated full-time safety professional to be onsite and perform safety observations to ensure compliance with the Contractor Safety Standards.

7.3.2 Within 14 days from contract award, the name, contact information, and resume of the assigned Contractor Safety professional shall be submitted to the applicable Eversource Representative. This Safety professional shall submit written weekly status reports to the Eversource Representative and Eversource Safety.

7.4 Emergency Response/Medical

7.4.1 Prior to the start of work, Contractors shall have a process to identify and communicate emergency response information to their employees and subcontractors.

7.4.2 Contractors shall provide their own first aid kits at every work site.

7.4.3 An Automated External Defibrillator (AED) is required on any work site with ten (10) or more employees. Work performed in remote areas may require an AED even with fewer than ten (10) employees on-site, based upon first responder response time evaluated by the contractor. AEDs shall have current proof of inspection compliance.

7.5 Assigning a Competent Person (or persons)

7.5.1 The Contractor shall assign or designate a Competent Person as defined in OSHA 1926.20(b)(2) and OSHA 1926.32(f) to each construction site.

7.5.2 Contractors shall document the names of the Competent Person(s), shall maintain such documentation at the work site, and shall make it available to the Eversource Representative at his/her request.

7.5.3 Unless dealing with an immediately dangerous to life or health situation, safety-related communications shall be between the Contractor Competent Person, the Eversource Representative, and Eversource Safety.

7.5.4 The Contractor’s Competent Person shall take appropriate corrective actions with respect to safety concerns. If anyone identifies a safety concern, they shall be empowered to halt work, at the Contractor’s expense, until such time that the concern has been evaluated and, if necessary, corrective action has been taken.

7.6 Contractor Ownership & Responsibility

7.6.1 Contractors are required to inform their employees, subcontractors, and agents of the Contractor Safety Standards prior to the start of work and it is the responsibility of the Contractor to enforce the Contractor Safety Standards with its own personnel as well as with personnel of its subcontractors for performing the requested work action. Compliance with these safety requirements does not:

7.6.1.1 Relieve or diminish the responsibility of the Contractor to perform the work in a manner that complies with applicable Federal, State and local laws, rules, regulations and/or requirements and with all applicable provisions of the Contractor’s contract with Eversource regarding the work (“Contract”).
7.6.1.2 Relieve the Contractor from liability to Eversource or others for negligent or improper performance of the work, as provided in the contract.

7.6.2 Each Contractor is and shall remain an independent Contractor as to all work performed under the contract. Nothing herein shall relieve a Contractor of its sole responsibility for the safety of its employees and their work performance.

7.7 Regulatory Inspections

7.7.1 Contractors shall immediately inform the Eversource Representative of any and all inspections, visits, observations, audits, or inquiries of any kind (telephone, electronic, in-person, etc.) (collectively “Inspections”) affecting or pertaining in any way to the Contractors’ work under the contract by any federal, state or local agency, and the reasons thereof.

7.7.2 Contractors shall keep the Eversource Representative updated on the status of any regulatory matters arising out of such inspections, including but not limited to safety or health citations and/or violations.

7.8 Safety Statistics, Inspection and Maintenance Records, Other Pertinent Documentation

7.8.1 Eversource monitors and evaluates each Contractor’s safety performance and statistics using ISNetworld to measure the effectiveness of the Contractor’s safety programs and the Contractor’s performance of the work. Contractors, subcontractors, and other Contractor representatives shall ensure their ISNetworld data and information is updated by the 10th of each month.

7.8.2 Contractors, subcontractors, and other Contractor representatives shall maintain work site records of miles driven, hours worked, and of all incidents, near miss events, injuries and illnesses that occurred during the project, specifically identifying those injuries that meet the Occupational Safety and Health Administration (OSHA) definition of "recordable."

7.8.3 Contractors, subcontractors, and other Contractor representatives shall maintain inspection, maintenance, repair, and certification records of cranes, hoists, personnel lifts, fork trucks, scaffolds, excavations, etc. for the duration of the project.

8. INCIDENT REPORTING AND ANALYSIS

8.1 General Requirements

8.1.1 Contractors shall report any work-related incidents involving injury, illness, death, motor vehicle crash or damage, or property damage (public, Contractor, or Eversource) to the Eversource Representative immediately, but no later than end of shift, as well as state and federal regulatory authorities as required. Notwithstanding this requirement, the priorities are to ensure that any injured receive medical treatment and that the area has been made safe.

8.1.2 Contractors shall perform an Incident Analysis and provide a written report to the Eversource Representative identifying causes and corrective actions. The expected timeline for the final Incident Analysis Report (including recommended corrective
actions) is five (5) days. Shorter time frames (e.g., within 24 hours) may be imposed by Eversource for preliminary findings for more serious events. Longer time frames may be allowed by Eversource based on extenuating circumstances.

8.1.3 Contractors shall then notify the Eversource Representative when corrective actions have been implemented and completed.

8.1.4 When deemed necessary by Eversource, the Contractor’s leadership team shall formally present their Incident Analysis report and findings to a group of specifically selected Eversource Safety, Procurement, Operations, and Construction representatives.

8.2 Contractor Safety Related Incidents

8.2.1 All safety related incidents require evaluation or analysis to determine the apparent or root cause(s) and contributing factors. The following are examples of various incident severities and the potential consequences:

8.2.1.1 More than two safety incidents or one significant near miss: Contractor is required to have a face-to-face discussion with Eversource leadership (Safety, Operations, Projects, Procurement) before returning to work and is required to submit a safety improvement plan within one week.

8.2.1.2 More than three safety incidents or one significant injury or fatality: A robust safety improvement plan must be submitted to Eversource within one week, the Contractor shall attend a face-to-face discussion prior to being allowed to return to work and shall receive either Probation or Termination.

8.2.1.2.1 Probation Period: Length of probation period will depend on the severity and actions taken before and afterward by Contractor. To be released from probation, the Contractor must be event free during the specific probation period and demonstrate improvements have been made to its safety program that will prevent future incidents.

8.2.1.2.2 Termination: Period: one-year minimum. To be considered for reinstatement following a termination, the Contractor shall provide a robust safety program for review by a selected group of the Eversource leadership team. If the safety program is acceptable, prior to final consideration for reinstatement, the terminated Contractor’s leadership (owner/highest ranking officer) shall attend the meeting with representatives from the Eversource Safety, Projects, Procurement, and Operations groups who will then make a recommendation whether to allow the Contractor back on the Eversource Approved Contractor List.

9. TRAINING AND QUALIFICATION

9.1 General Requirements

9.1.1 Contractors shall have training and certification records, licenses (federal, state, and local), and other such documentation for their employees that are pertinent to the work to be performed either on-site or available within 24 hours and subject to review by Eversource, upon formal request. Failure to produce training records within such
time may be considered breach of contract and shall entitle Eversource, at its option, to terminate such contract without further liability on its part.

9.1.2 Eversource Safety Orientation Review – All Contractors shall provide a review of the Contractor Safety Standards and all specific Job Hazard Analyses and Project Safety Plans to all personnel and all subcontractors prior to commencing work activities. The review shall be documented. Additional employees brought onto the project shall receive the orientation review.

9.1.3 The Contractor shall provide to all persons working under a contract, or ensure they have received, training appropriate to the work they will be performing. The verification that everyone has received the required training shall be documented on Attachment 6 or a reasonable facsimile and provided to Eversource if requested.

9.1.4 All Vegetation Management, General Construction, Civil, Line, Gas, Electrical and Test Contractor supervisors with greater than six employees under their direct supervision shall have, at a minimum, a 30-hour OSHA training certificate (General Industry, Construction or Transmission & Distribution [T&D]).

9.1.5 All Vegetation Management Tree Trimmers shall be certified “Line Clearance Qualified Tree Trimmers” by their respective employer in accordance with OSHA 1910.269(r).

9.1.6 To enter a substation or switchyard, a person shall meet at least one of the following requirements:

9.1.6.1 Have attended a pre-entry substation awareness class and are escorted by an approved escort.

9.1.6.2 Have received a pre-entry safety briefing appropriate to the work they will be performing and are escorted by an approved escort.

9.1.6.3 Have completed unescorted access training and been granted unescorted access privileges by the appropriate Eversource personnel.

9.1.7 Prior to entering and exiting an Eversource substation, all personnel shall notify the applicable Control Center.

9.2 Qualified (Electrical Workers) Employee

9.2.1 Contractor employees shall be Qualified Employees as specified by OSHA in OSHA 1910.269(a)(2)(ii). This program requires that Contractors provide documentation to Eversource pertaining to their qualification program. OSHA defines a “qualified employee“ as a person knowledgeable in the construction and operation of the electrical power generation, transmission and distribution equipment involved and the associated hazards.

9.2.2 According to OSHA 1910.269(a)(2)(ii), a Qualified Employee shall be trained and competent in:

9.2.2.1 The skills necessary to distinguish exposed live parts of electrical equipment;

9.2.2.2 The skills and techniques necessary to determine the nominal voltage of exposed live parts;
9.2.2.3 The minimum approach distances specified in OSHA 1910.269 corresponding to the voltages to which the qualified employee will be exposed, and;

9.2.2.4 The proper use of special precautionary techniques, personal protective equipment, insulating and shielding materials, and insulated tools for working on or near exposed energized parts of electrical equipment.

**NOTE:** If a Contractor’s employee is not a Qualified Employee, he/she shall be considered an employee undergoing on-the-job training and shall be under the direct supervision of a Qualified Employee at all times.

9.3 Non-Qualified Employees Working Near Energized Lines and Equipment

9.3.1 The Contractor shall provide familiarization orientation for non-electrical workers who enter and work within restricted areas such as a substation. This is a critical component of Contractor orientation for all non-electrical Contractors who will be working near energized lines and equipment (e.g., civil Contractors).

9.3.2 The information provided to these workers must meet the requirements of paragraph OSHA 1910.269(a)(2)(ii). This orientation and training need not be as comprehensive as the training necessary to become a Qualified Employee.

9.3.3 Non-Qualified Employees shall be under the direct supervision of a Qualified Employee at all times.

9.3.4 Non-Qualified Employees shall receive orientation familiarizing them with the safety fundamentals described in paragraph OSHA 1910.269(a)(2)(ii) prior to entering a restricted area.

9.4 Qualified (Gas Workers) Employee

9.4.1 Any Contractor who performs work that may involve live-gas shall be Operator Qualified (OQ) as defined in the Code of Federal Regulations, DOT 49, Subpart 192.801 through 192.809 and all applicable state requirements pursuant to the state in which the Contractor is working.

9.4.2 All qualifications of Contractor personnel shall be in full accordance with Eversource’s Operator Qualification written plan (OQ Plan).

9.4.3 Any other training, such as American Gas Association (AGA) and Northeast Gas Association (NGA) requirements, shall be accompanied by documentation and a letter of assurance to the Eversource Representative specifying the qualification of the workers.
10. WORK PREPARATION AND WORK ACTIVITY REQUIREMENTS

10.1 Job Safety Briefings

10.1.1 Each Contractor crew shall conduct a written and documented Job Safety Briefing (also known as a safety brief, toolbox discussion, job briefing, tailboard discussion, etc.) as follows:

10.1.1.1 Prior to starting each job at the work location.

10.1.1.2 When there are Changes to the Work Order or plan.

10.1.1.3 When a new worker joins the crew.

10.1.2 At a minimum, the Job Safety Briefing shall identify:

10.1.2.1 The personnel conducting the work and their qualifications.

10.1.2.2 The known or potential hazards.

10.1.2.3 The procedures (processes) that are to be used to perform the work.

10.1.2.4 The precautions required to eliminate or control the hazards.

10.1.2.5 The PPE required to safeguard from hazards.

10.1.2.6 Any Eversource specific safety requirements for the work.

10.1.2.7 Any applicable environmental precautions.

10.1.3 Job Safety Briefings shall be available at the job site for inspection and retained for thirty (30) days after the job is completed.

10.1.4 Each worker shall be an active participant and be given the opportunity to voice concern. The work cannot begin until each worker signs off on the job safety briefing stating that they have discussed the work and agree with the plan.

10.1.5 All parties working on the jobsite shall be included in the job brief discussion. At a minimum, this includes traffic detail (police & flaggers), as well as site inspectors. When additional personnel arrive on site, they shall be given the job brief to review and sign.

10.2 Asbestos, Lead, and Other Hazardous Substances

10.2.1 Eversource shall inform its Contractors of the known presence, location, and quantity of such substances in or adjacent to areas in which a Contractor is expected to work. The Contractor shall inform its employees.

10.2.2 Contractors shall immediately bring to the attention of their Eversource Representative any suspect or questionable substances that are encountered during work and implement appropriate precautions.

10.2.3 Eversource shall ensure soil sampling or other appropriate sampling is performed (including in substations) and inform the Contractor of any known presence, location, and quantity of asbestos, lead, and other hazardous substances in, or adjacent to, areas where the Contractor is expected to work, and the Contractor shall so inform its employees.
10.2.4 Where asbestos material is present and likely to be disturbed, the Eversource Representative and Contractor shall coordinate with the Eversource Environmental group to determine how the asbestos hazard will be managed.

10.2.5 The Contractor shall ensure compliance with OSHA 1926.1153 “Respirable Crystalline Silica” exposure whenever undertaking common construction tasks, such as using masonry saws, grinders, drills, jackhammers and handheld powered chipping tools; operating vehicle mounted drilling rigs; milling; operating crushing machines; using heavy equipment for demolition or certain other tasks; and during abrasive blasting and tunneling operations.

10.3 Electrical Safety

10.3.1 Non-Reclosing Criteria and Live-Line Maintenance and Construction

10.3.1.1 The appropriate interrupting devices (breakers, reclosers, circuit switches, etc.) shall be placed in NON-RECLOSING in accordance with Eversource procedure ESOP 100, “Switching and Tagging.”

10.3.2 Tagging Out Lines or Apparatus

10.3.2.1 The Eversource Representative or other designated representative shall coordinate all switching and tagging in accordance with Eversource procedure ESOP 100, “Switching and Tagging.”

10.3.3 Grounding

10.3.3.1 To work lines or equipment as deenergized, the lines or equipment shall be deenergized, tested for potential, and grounded according to current OSHA regulations.

10.3.3.2 For work on transmission lines and equipment, grounding practices require a minimum of appropriately rated rubber gloves.

10.3.3.3 For work on distribution lines and equipment, grounding practices require a minimum of appropriately rated rubber gloves and sleeves.

10.3.3.4 When Eversource switches out lines or apparatus, any grounds that may be installed shall be considered only a visual reference and shall not be considered a means to protect the Contractor’s employees.

10.3.3.5 To establish an equipotential zone, temporary protective grounds shall be placed at such locations and arranged in such a manner as to prevent each employee from being exposed to hazardous differences in electrical potential.

10.3.3.6 Protective grounding equipment shall be capable of conducting the maximum fault current that could flow at the point of grounding for the time necessary to clear the fault. The Eversource Representative can provide specifics on work location fault currents.

10.3.3.7 Work on transmission lines shall require an ampacity greater than or equal to that of 4/0 copper, unless engineering study proves otherwise.
10.3.8 Contractors are responsible to install their own personal grounds in accordance with all OSHA, Federal, State and local safety procedures. Eversource shall provide guidance on the minimum size of the grounds to be used based on circuit available fault current.

10.3.9 Contractors shall attach at least one approved, high visibility, non-conductive, conspicuously hung Ground Flag in each location where grounds are installed.

10.4 Grounding Mobile Equipment

10.4.1 When mobile equipment requires grounding, it shall be solidly grounded by means of appropriate sized copper cable.

10.4.2 The cable shall be fastened to a securely attached clean metallic portion of the equipment or shall be fastened to a grounding stud provided for the purpose at one end and an adequate ground at the other end.

10.5 Minimum Approach Distance (MAD)

10.5.1 All personnel shall follow the applicable OSHA Minimum Approach Distance (MAD) tables (see Attachment 7).

10.6 Appointment of a Safety Observer

10.6.1 If work is being performed where there is a potential for persons or equipment to come in contact with energized equipment, a safety observer (spotter) shall be appointed by the Contractor to aid in protecting employees and others from hazards. The safety observer shall be a “Qualified Electrical Worker” with the training and experience specified in OSHA regulations, specifically the “Electric Power Generation, Transmission and Distribution Standard” OSHA 1910.269.

10.6.2 At a minimum, a safety observer shall be used:

10.6.2.1 while positioning trucks, cranes or other equipment and where precise placement is required to avoid contact with or damage to existing equipment or circuits,

10.6.2.2 while moving loads overhead that may come within OSHA clearance requirements, and

10.6.2.3 at other times where assistance is needed to help direct specific tasks for the protection of personnel, equipment, or property

10.6.3 The Safety Observer shall assume ownership of the task and have direct authority of the immediate activity until the affected activity has been completed.

10.7 Electrical Work Pole Banners

10.7.1 Electrical work pole banners are used as follows:

10.7.1.1 To indicate workers are working downstream.

10.7.1.2 To hold a Clearance or Permission tag, if a pocket is provided.
10.3.7.2 When installed properly, pole banners alert personnel at the feed side of a primary radial that there are crews working on the circuit. Other normal crew protections must also occur, such as lifting taps and grounding. The pole banner alone is not a protection method and should never be treated as such.

10.3.7.3 All Eversource employees and Contractors shall understand and respect the electric work pole banner as an informational method to warn them of personnel working on a circuit.

10.3.7.4 During storm restoration, Contractors shall apply pole banners even when working under a Control Center clearance, to alert anyone coming upon a visible break or isolating device that there are crews working in the vicinity.

10.3.8 Tree Work Pole Banners

10.3.8.1 When grounds are requested to be placed, a tree work pole banner shall be installed on the pole where grounds are applied by either the Line Clearance Tree Trimmer or a Qualified Line-Clearance Arborist.

10.3.9 Lockout/Tagout

10.3.9.1 The Contractor shall coordinate the lockout/tagout of equipment with the Eversource Representative.

10.3.10 Pole/Structure Inspection

10.3.10.1 The Contractor shall ascertain the structural integrity of a pole or other structure prior to installation, removal, or repair of equipment on the structure in accordance with OSHA 1910.269 Appendix D.

10.3.10.2 Contractors shall not climb poles that are found to be defective.

10.3.10.3 If a pole/structure is found to be defective, it shall be reported to the Eversource Representative who shall provide the information to local Area Work Center management.

10.4 Personal Protective Equipment (PPE) General Requirements

10.4.1 At a minimum, basic PPE attire at sites and other similar work zones shall include:

10.4.1.1 Safety glasses with side shields meeting the ANSI Z87 standard,

10.4.1.2 Hard hat meeting ANSI Z89.1 standard,

10.4.1.3 Work pants and shirt that are appropriate for the hazards,

10.4.1.4 EH rated safety foot wear meeting ASTM F2413-05 (M I/75/C75/Mt75), (steel toe or composite) footwear for all electrical overhead, underground and substation work over 50 volts, or in an area of expected downed wires (based on OSHA 1910.136), and

10.4.1.5 High-visibility traffic outerwear meeting ANSI/ISEA 107-2015.

10.4.2 Cut-resistant gloves with a minimum ANSI Cut Level A6 or greater shall be worn when exposed to a laceration hazard.
10.4.3 Contractors shall comply with any additional Eversource location or work task specific requirements that have been communicated.

10.4.4 If unable to determine the correct level of PPE, the Contractor shall consult with the Eversource Representative to determine the specific requirements for FR clothing, including arc flash protection.

10.4.5 The minimum arc rating is 8 cal/cm² for all garments. This number increases depending on arc flash exposure.

10.4.6 FR clothing (which includes arc-resistant rain gear) shall be worn:

10.4.6.1 When personnel are working on energized (or potentially energized) equipment or lines.

10.4.6.2 When distance and position exposes the worker to electric arc or flame hazards.

10.4.6.3 During live gas work.

10.4.6.4 When entering and working in energized substations (long sleeves required).

10.4.7 All FR clothing shall:

10.4.7.1 Meet ASTM F1506 or ASTM F1959 and OSHA 1910.269 for electrical work.

10.4.7.2 Meet NFPA 2112 and 2113 for affected natural gas work activities.

10.4.7.3 Be worn as the outermost layer of clothing.

10.4.7.4 Be worn when workers measure voltages, test, or ground electrical equipment or lines.

10.4.7.5 Be worn when work requires the use of rubber protective equipment or the use of insulated live line tools.

10.4.7.6 Be worn when workers control/operate electrical equipment over 50 volts at the device location or are within 10 feet of equipment which is being physically operated by another worker.

10.4.7.7 Be worn where a hazard identification sign is posted.

10.4.8 Rubber Gloves and Sleeves

10.4.8.1 Rubber gloves and sleeves shall be donned before the worker leaves the ground and shall be worn until the worker returns to the ground (commonly referred to as “ground to ground” or “cradle to cradle”) and be rated for the voltage being worked.

10.4.8.2 EXCEPTION: For voltages 69 kV and above, workers may use specialized equipment or work practices if these workers have been appropriately trained and qualified. Eversource may request a letter of assurance from the Contractor to document this method. Any other rubber glove exception requires a written request from the Contractor and approval from the Eversource Operations Vice President and Eversource Safety Vice President.

10.4.8.3 Gloves and sleeves shall be worn when performing grounding evolutions.
10.5 Smoking

10.5.1 Smoking is prohibited:

10.5.1.1 in and within 25 feet of all Eversource buildings or entrances,

10.5.1.2 within 25 feet of flammable materials, and

10.5.1.3 in other areas designated as No Smoking.

10.6 Confined Space Entry (including Enclosed Space Entry)

10.6.1 The Contractor shall consider all confined spaces as “permit-required” confined spaces until the Contractor conducts a written hazard assessment that documents otherwise.

10.6.2 While working at Eversource’s sites, Contractors shall coordinate all entries into confined spaces (whether permit-required confined spaces, non-permit confined spaces, or enclosed areas) with the Eversource Representative, the local facilities/building supervisor, and other applicable work groups to ensure each other’s activities will not affect the safety or health of any person.

10.6.3 Non-entry rescue methods are required. If this cannot be achieved, a qualified entry rescue personnel shall be available on site.

10.7 Hazard Communication

10.7.1 The Contractor shall have a Hazard Communication Program and make it available, if requested, to the Eversource Representative.

10.7.2 The Contractor shall maintain the most recent, and have readily available, Safety Data Sheet (SDS) for all needed chemicals.

10.7.3 All primary and secondary containers that contain a chemical shall be labeled. Minimum label requirements include the product name, manufacturer or distributor, and hazard warning and shall meet OSHA and/or the United Nations Globally Harmonized System (GHS) of Classification and Labeling of Chemicals.

10.8 Hot Work

10.8.1 If hot work is being done in an Eversource location, the Contractor shall review it with the Eversource Representative prior to issuing a Hot Work Permit.

10.8.2 Prior to performing hot work, the Contractor shall complete, and review with the crew, a Hot Work Permit and retain until end of the project. See Attachment 9.

10.8.3 Fire watches shall remain in place 30 minutes after hot work stops.

10.9 Lifting and Hoisting

10.9.1 Contractors shall certify that all operators of mobile equipment such as cranes, derricks, boom lifts, etc., have been trained and certified on the specific equipment they use and meet all Federal, State, and Local requirements.

10.9.2 Non-operators, such as signal persons, shall also be trained and certified.
10.9.3 Copies of the training and certification shall be maintained on the project by the Contractor and provided to the Eversource Representative upon request.

10.9.4 The Contractor shall not move loads suspended from mobile equipment without the load being secured to prevent swinging. Tag lines shall be used on all loads except when there is a danger of the equipment, load, or tag line contacting energized parts. If the tag lines have the potential to contact energized parts, the line shall be dielectrically rated and tested before use.

10.9.5 The swing load radius shall always be kept clear when moving suspended loads.

10.9.6 Lifting devices and hardware (slings, chain, shackles, etc.) shall be rated, inspected and properly connected for the application. Load charts shall be available and no load may be lifted until its weight has been determined.

10.9.7 The following hoisting operations shall have a Critical Pick Plan developed by the Contractor and reviewed with the Eversource Representative prior to performing the work:

   10.9.7.1 Picks greater than 75% capacity of the crane.
   10.9.7.2 When two cranes are used.
   10.9.7.3 When one crane and another lifting device (e.g., back hoe) is used.
   10.9.7.4 When two other lifting devices are used.

10.9.8 All other crane operations shall have a documented Pick Plan.

10.10 Trenching & Excavations

10.10.1 The Contractor shall designate a Competent Person to oversee all trenching & excavation work. The names and qualifications of designated Competent Persons shall be available if requested by the Eversource Representative.

10.10.2 The Contractors shall assume the soil is Type C, as defined by OSHA, unless they prove otherwise with appropriate engineering tests.

10.10.3 The Contractor shall contact the appropriate “Call Before You Dig” or “Dig Safe” agency the requisite number of days (typically two to three business days) prior to the planned start of any excavation. An active “Call Before You Dig” or “Dig Safe” clearance is required before any mechanical excavation work can begin. Contractor shall have the respective confirmation number at the job location.

10.10.4 All unattended trenches and excavations shall be guarded to prevent inadvertent falls.

10.10.5 Each employee in an excavation greater than five (5) feet (or less if the situation warrants) shall be protected from cave-ins by an adequate protective system, such as sloping, benching, or shoring system.

10.10.6 Excess backfill material shall be removed promptly and transported to designated facilities in accordance with Eversource environmental materials handling guidelines. All street surfaces and sidewalks shall be swept clean at the end of each work day.
10.10.7 Where oxygen deficiency (atmospheres containing less than 19.5 percent oxygen) or a hazardous atmosphere exists or could reasonably be expected to exist, such as in excavations in landfill areas or excavations in areas where hazardous substances are stored nearby, the atmospheres in the excavation shall be tested before employees enter excavations greater than 4 feet in depth. [1926.651(g)(1)(i)]

10.10.8 A stairway, ladder, ramp or other safe means of egress shall be in trench excavations that are 3 feet or more in depth so as to require no more than 25 feet of lateral travel for personnel to exit. [1926.651(c)(2)]

10.10.9 Employees shall not work in excavations in which there is accumulated water, or in excavations in which water is accumulating, unless adequate precautions have been taken to protect employees against the hazards posed by water accumulation. The precautions necessary to protect employees adequately vary with each situation but could include special support or shield systems to protect from cave-ins, water removal to control the level of accumulating water, or use of a safety harness and lifeline. [1926.651(h)(1)]

10.10.10 Employees shall be protected from excavated or other materials or equipment that could pose a hazard by falling or rolling into excavations. Protection shall be provided by placing and keeping such materials or equipment at least two (2) feet from the edge of excavations, or by the use of retaining devices that are sufficient to prevent materials or equipment from falling or rolling into excavations, or by a combination of both if necessary. [1926.651(j)(2)]

10.11 Guarding of Holes and Openings

10.11.1 The Contractor shall guard or place appropriate barricades around temporary openings in floors, walls, excavations, etc., to prevent inadvertent entry.

10.11.2 Covers over excavations or floor holes shall be of sufficient strength, conspicuously marked to indicate the hazard and the danger of removal and secured to prevent inadvertent movement or removal whenever feasible. Covers shall be able to take two (2) times the intended weight.

10.12 Scaffolding

10.12.1 The Contractor shall designate a Competent Person to oversee scaffolding work. The persons qualifications and contact information shall be made available to the Eversource Representative, if requested.

10.12.2 One hundred percent fall protection or restraint shall always be used during erection, maintenance, use, and dismantling of the scaffold whenever the fall hazard is six (6) feet or greater.

10.12.2.1 If 100% fall protection isn’t feasible or it creates a greater hazard, the Competent Person shall possess documentation that clearly describes why that is and the methods that are being implemented to achieve as close to 100% fall protection or restraint as possible.
10.12.3 Scaffold components shall not be used for fall protection or restraint anchorage unless the Contractor similarly possesses documentation by a scaffolding “Qualified Person” as defined by OSHA 1926.450 validating the suitability of the components for such use. All documentation must be readily available for review by the Eversource Representative.

10.12.4 From the time scaffold erection begins until the scaffolding is completely dismantled, the Competent Person shall inspect all scaffolding and associated components at least once each work shift prior to its use and shall affix signs, tags, or equivalent means that communicate whether the scaffolding is or is not safe to use. Transfer of responsibility from one Competent Person to another is acceptable provided the contact information and qualifications for the new Competent Person are available, as requested, to the Eversource Representative.

10.13 Ladders

10.13.1 Only ladders constructed of fiberglass may be used in and around electrical equipment, including substations.

10.13.2 Ladders are to be properly positioned. Straight and extension ladders are to be tied off at the top and bottom or footed by another person. Step ladders may be used only in the fully open position with the spreader brackets locked in place. No person may stand or sit on the steps or platforms on which standing or sitting is prohibited.

10.14 Fall Protection

10.14.1 One hundred percent fall protection meeting the ANSI standard shall be provided for all workers exposed to fall hazards of:

10.14.1.1 Four (4) feet or greater from structures that support overhead electrical lines (e.g., poles, towers, structures)

10.14.1.2 Six (6) feet or greater in other construction activities

10.14.2 If the requirements of step 10.14.1 are not feasible or create a greater hazard, the Competent Person shall possess documentation clearly describing why using 100% fall protection or restraint is not being used and shall also describe the methods that are being implemented to achieve as close to 100% fall protection or restraint as possible.

10.15 Tools and Equipment

10.15.1 Contractors are responsible for providing proper tools and equipment. Except in rare or emergency situations, Eversource will not provide or lend tools or equipment, including PPE.

10.15.2 Tools and equipment shall be maintained in safe condition and used as designed and without removing, defeating, or otherwise compromising guards or other safety devices.
10.16 Nail Guns and Powder-Actuated Tools

10.16.1 Nail guns and powder-actuated tools shall be used in such a manner to ensure the projected fastener cannot miss or penetrate the intended surface and strike an unintended person or object, including but not limited to the fastener becoming an airborne projectile.

10.16.2 Powder-actuated tools shall require the use of a Hot Work Permit in the area of natural gas, propane, or LNG facilities.

10.16.3 Precautions required but are not limited to:

   10.16.3.1 Directing the line of fire away from other persons, including passersby.

   10.16.3.2 Preventing access to the opposite sides of nailing surfaces (e.g., walls).

   10.16.3.3 Preventing access closer than 20 feet to activities involving powder-activated tools.

10.17 Work Zone Protection and Traffic Control

10.17.1 If a work activity is on or near a road, the Contractor and any subcontractors shall comply with all applicable parts of the most current U.S. Department of Transportation’s Manual on Uniform Traffic Control Devices (MUTCD) and any additional state-required work zones rules beyond the MUTCD.

10.17.2 All workers who are exposed to either traffic (vehicles using the highway for purposes of travel) or to work vehicles and construction equipment within the work zone shall wear high-visibility safety apparel that meets performance ANSI S Class 2 or 3 requirements.

10.17.3 If working in areas covered by state permits issued to Eversource, Contractors are required to comply with the provisions (work practices and notifications) of the permit language.

10.18 Walks and Roadways

10.18.1 When working at an Eversource location, Contractors shall not hinder or obstruct the normal flow of vehicular or pedestrian traffic without prior coordination with the Eversource Representative.

10.18.2 If the normal flow of vehicular or pedestrian traffic must be affected, the Contractor shall implement the appropriate controls (e.g., provide approved lights, barriers, signs, warning devices, signal persons, or other precautions) to alert traffic of the hazard and control the flow to ensure safety.

10.19 Housekeeping

10.19.1 Contractors shall keep the job site neat, clean, and free of debris, trash, and hazards.

10.19.2 Contractors shall store all materials in a neat and orderly fashion. Trash/debris shall be managed when generated so as not to present a tripping/walking hazard.
10.20 Barriers, Warnings, Signs, and Signage Credibility

10.20.1 Work areas, whether indoors or outdoors with restricted entry, shall be clearly marked and delineated. Unless otherwise permitted, such marking shall consist of conspicuous rope or tape barrier with appropriate DANGER, CAUTION, or other appropriate signs that: 1. note the nature of the hazard and 2. provide guidance to the reader.

10.20.2 When the signs or barriers are not available or their use is not practicable, such as for a momentary hazard exposure, the Contractor shall post employees to prevent others from being exposed to the hazard(s).

10.21 Vehicle Safety and the Federal Motor Carrier Safety Regulations

10.21.1 Commercial vehicles shall be maintained in compliance with the Federal Motor Carrier Safety Regulations (FMCSR).

10.21.2 All vehicular equipment provided and used by Contractors shall be fully equipped and must comply with all applicable State and Federal laws and regulations as well as applicable safety standards, including, to the extent applicable, ANSI 92.2 2015, requiring dielectric testing of vehicles with insulated vehicle-mounted elevating and rotating aerial devices.

10.21.3 In addition:

10.21.3.1 Vehicles shall be parked or positioned to avoid backing whenever practical. If more than one employee is in/on/near a vehicle, one employee shall be positioned outside the vehicle to aid the driver when backing is necessary.

10.21.3.2 Before moving a parked vehicle, the operator shall conduct a circle safety check to identify persons and objects.

10.21.3.3 Vehicles equipped with wheel chocks shall be chocked while parked.

10.21.3.4 Vehicles, including load, shall never exceed the registered gross vehicle weight.

10.21.3.5 Objects shall not extend beyond the sides. Exceptions may be allowed with special permits.

10.21.3.6 Anything such as material, coils of wire, scrap bags, tools, or tool buckets shall not to be hung from the rear of vehicles if they create a tripping hazard or obscure lights, reflectors, or the vehicle’s license plate.

10.21.3.7 Loose material shall be secured from falling onto the roadway.

10.22 Gas Systems

10.22.1 Atmospheres shall be tested with a properly calibrated Combustion Gas Indicator (CGI) or Gas Measurement Instrument (GMI) in accordance with Eversource requirements.

10.22.2 At minimum, an approved and properly inspected ABC type fire extinguisher shall be at the worksite and readily available during all routine and live gas operations as conditions warrant.
11. VERIFICATION OF COMPLIANCE WITH CONTRACTOR SAFETY STANDARDS

In an effort to reduce and eliminate at-risk contractor behaviors and unsafe workplace conditions and to align with the third step of the quality assurance (continuous improvement) model, “Plan-Do-Check-Act” (PDCA), the Contractor Safety Professionals, Contractor Representatives, and Contractor Supervision monitor (using Work Observations) and measure (using the data collected) the effective implementation and application of the Contractor Safety Standards. The Eversource Representatives and the Eversource Safety Professionals perform similar Work Observations, measurements, and data collection.

11.1 Contractor Safety Professional and Contractor Supervision Work Observation Program

11.1.1 The Contractor Safety Professional, Contractor Representative, and Contractor Supervision shall implement a Work Observation process at the work site that includes, at a minimum:

11.1.1.1 Routine and systematic observation of a cross-section of employees performing their work-related tasks at a worksite.

11.1.1.2 Evaluate the actual work methods being used against the applicable Contractor Safety Standard(s) to determine the extent of compliance.

11.1.1.3 Following the Work Observation and evaluation, engage the employees in a dialogue using the following “coaching” techniques, relating to their compliance or non-compliance with the applicable Work Standard(s).

- Ask open ended questions.
- Use empathetic listening to gain a clear understanding of the worker’s perspective.
- Recognize and reinforce what the employee is doing well.
- Talk about the specific Work Standard expectations and any noted inconsistencies or non-compliance.
- Obtain their commitment to compliance continuous improvement.
- Ask for suggestion for continuous improvement.

11.1.2 If, at any time, any employee is seen performing an unsafe act, the observer shall perform the following:

11.1.2.1 Immediately stop the activity.

11.1.2.2 Establish a safe condition for the job or task.

11.1.2.3 Communicate the concern about the task performance with the employee.

11.1.2.4 Use coaching techniques to determine the appropriate course of action depending on the severity of non-compliance.

11.1.2.5 Perform any necessary immediate corrective actions.

11.1.2.6 Make any necessary notifications.

11.1.2.7 Document the incident.

11.1.2.8 Ensure an incident analysis is performed.
12. ENSURING CONTINUOUS IMPROVEMENT

To complete the fourth step of the quality assurance (continuous improvement) model, “Plan-Do-Check-Act” (PDCA), the Work Observation data collected by the Contractor (and Eversource) is used to develop corrective actions to improve performance and ensure enhanced worksite health and safety.

12.1 Contractor Safety Performance Corrective Action Process

12.1.1 Determine which, if any, Safety Standards are candidates for corrective action improvement plans based on the data gathered or any opportunities identified by the Contractor or Eversource Representatives.

12.1.2 Develop and implement a corrective action improvement plan for each identified at-risk employee action or work condition.

12.1.3 Once implemented, develop (if necessary) and perform focused Work Observations to determine if the corrective action is improving performance.

12.1.4 If necessary, modify the corrective action improvement plan so that it achieves its intended outcome.

12.1.5 If necessary, recommend modifications to the Contractor Safety Standards so that they achieve the intended outcome.
13. SUMMARY OF CHANGES

Revision 0 – Effective Date – 02/18/2020

13.1.1 Original Issue

13.1.2 This document supersedes all versions of the “Contractor Safety Performance Management at Eversource” policy, all of its associated attachments, and any pre-existing documents that contain Contractor Safety Standards.
## Attachment 1
### Definitions

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change</td>
<td>Any Agreed Change or Directed Change (including FCD) or other document form authorized by Owner to change or modify Work or Services under the Agreement and agreed upon by Owner in writing (e.g., Change Order, contract, amendment).</td>
</tr>
<tr>
<td>Competent Person</td>
<td>Is someone capable of identifying existing and predictable hazards in the surroundings or working conditions that are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.</td>
</tr>
<tr>
<td>Contractor Representative</td>
<td>The representative of Contractor designated to serve at the applicable Site as a full-time project manager, who shall be responsible for planning, scheduling, updating, and reporting on the applicable Work Schedule. Each Contractor Representative shall be authorized to act on behalf of, and otherwise bind, Contractor and receive direct communications from Owner. Each Contractor Representative shall be available (and Contractor shall appoint, in writing, an alternate contact) on a continuous basis, 24 hours per day, seven days a week.</td>
</tr>
<tr>
<td>Contractor Safety Standards</td>
<td>This document in its entirety and all referenced attachments and exhibits.</td>
</tr>
<tr>
<td>Eversource</td>
<td>Eversource Energy Service Company or “Owner” a Connecticut corporation, for itself or as agent for one or more of its Affiliates.</td>
</tr>
<tr>
<td>Eversource Representative</td>
<td>With respect to a Project, the representative of Owner designated pursuant to the Agreement.</td>
</tr>
<tr>
<td>Host Employer</td>
<td>Defined as “Eversource” in this document, is the employer that operates or controls the systems.</td>
</tr>
<tr>
<td>Hot Work</td>
<td>Any evolution that involves the use of burning, welding, or brazing equipment, explosives, open flames, grinders, and any other activity that produces a flame, spark, or excessive heat.</td>
</tr>
<tr>
<td>Incorporated Rules and Procedures</td>
<td>Those documents that are incorporated by reference in the Eversource Contractor Safety Requirements that may be updated from time to time and are available on the Owner’s Website.</td>
</tr>
<tr>
<td>Information</td>
<td>All Intellectual Property, applicable Agreement Documents, Scope of Work, computer software and documentation, studies, data and databases, reports, documents, designs, plans, drawings, calculations, specifications, and other documents and information arising out of and/or produced in connection with any of the Work for each Project, all in whatever form or media.</td>
</tr>
</tbody>
</table>
## Attachment 1
### Definitions

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Order</strong></td>
<td>The document issued by Owner for specific work, which shall be either: (a) a Purchase Order for any procurements by Eversource; provided however, that the default Purchase Order General Terms and Conditions referenced in the Owner’s Purchase Order(s) shall be excluded from the Agreement to which these General Terms and Conditions are attached, are hereby deleted and shall not bind either party; or (b) a Purchase Order or Agreement form, for any procurements by any Eversource Affiliate provided however, that the default Purchase Order General Terms and Conditions referenced in the Purchase Order or Agreement form shall be excluded from the Agreement to which these General Terms and Conditions are attached, are hereby deleted and shall not bind either party. Any additional or conflicting terms and conditions in Contractor’s confirmation thereof, or Contractor’s documentation, including invoices, are hereby expressly rejected and excluded from the Agreement, are inapplicable to the Agreement, shall not be considered part of the Order(s), and shall be of no force and effect.</td>
</tr>
<tr>
<td><strong>Occupational Safety and Health Administration (OSHA)</strong></td>
<td>The United States Occupational Safety and Health Administration or any successor agency thereto.</td>
</tr>
<tr>
<td><strong>Owner or Eversource</strong></td>
<td>For that portion of Work located in Connecticut, the Connecticut Light and Power Company, and for that portion of Work located in Massachusetts, NSTAR Electric Company, and for that portion of Work located in New Hampshire, Public Service Company of New Hampshire, each (acting herein through its duly authorized agent, Eversource Energy Service Company) and each of their respective successors and permitted assigns. For that portion of Work located in Connecticut, Yankee Gas, and for that portion of Work Located in Massachusetts, NSTAR Gas.</td>
</tr>
<tr>
<td><strong>Owner’s Website</strong></td>
<td>Collectively, the Owner’s website and Owner’s File Transfer Protocol (FTP) site that stores the most current versions of certain Agreement documents such as Incorporated Rules and Procedures, certificates, forms, work protocols and rules, standards, guidelines and such documents with relevant to the Services and Work that will be made available to Contractor upon Contractor’s execution of the Confidential Information Agreement.</td>
</tr>
<tr>
<td><strong>Owner or Eversource Representative</strong></td>
<td>With respect to a Project, the representative of Owner designated pursuant to the Agreement.</td>
</tr>
<tr>
<td><strong>Party</strong></td>
<td>Either Contractor or Owner and &quot;Parties&quot; shall mean both of them.</td>
</tr>
</tbody>
</table>
## Definitions

*(Page 3 of 4)*

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pre-existing Hazardous Materials</strong></td>
<td>Hazardous Materials existing at a Site prior to commencement of the Work; excluding any and all Hazardous Materials managed, used, stored, generated and/or otherwise brought onto or released from a Site by Contractor, any Subcontractor and/or any of their respective agents or employees.</td>
</tr>
<tr>
<td><strong>Project</strong></td>
<td>Any particular project that may, in the exercise of Owner's sole discretion, be awarded under the Agreement to Contractor, as may be more particularly described in the applicable Work Release, Purchase Order or Project-Specific Agreement.</td>
</tr>
<tr>
<td><strong>Purchase Order (PO) or Purchase Order Release</strong></td>
<td>A purchase order, blanket purchase order, release or contract, in each case in the form and on such terms as determined by Owner in its sole discretion that is issued by Owner's Procurement department and is used as an invoicing and payment vehicle.</td>
</tr>
<tr>
<td><strong>Request for Proposal (RFP)</strong></td>
<td>With respect to a Project, the request for proposals issued to bidders by Owner via Owner's bidding processes, systems or other methods solely at the discretion of Owner in accordance with Owner's requirements for engaging Contractors and providing for bids on the basis of a fixed and/or unit price.</td>
</tr>
<tr>
<td><strong>Scope of Work</strong></td>
<td>A written description of the Work to be performed and collectively, the information, engineering data, job instructions, plans, project drawings, including design, development and construction drawings, technical specifications, computer software, plans, studies, data, reports, calculations, specifications, engineering data and conditions, and any environmental information on any Pre-Existing Hazardous Materials, including civil, environmental, electrical and mechanical specifications describing the Work on a Project, all as may be set forth in the applicable Work Release or Project-Specific Agreement. &quot;Scope of Work&quot; shall mean, with respect to a Project, all drawings, including design, development and construction drawings, technical specifications, computer software, plans, studies, data, reports, calculations, specifications, engineering data (including that furnished pursuant to the applicable Scope of Work), and other documents that describe the Work and are developed pursuant to the Agreement Documents.</td>
</tr>
<tr>
<td><strong>Site</strong></td>
<td>The location(s) at which any of the Work on a Project is to be performed. A site may include Owner’s property, Owner rights-of-way, or other property not owned by Owner where Work or any other work related to a Project is to be performed, as may be more particularly described in any applicable Agreement Documents.</td>
</tr>
</tbody>
</table>
## Attachment 1
### Definitions
(Page 4 of 4)

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Subcontractor</strong></td>
<td>Any Third Party supplying services, materials, supplies, equipment and/or facilities, of whatever nature or tier to Contractor to meet the requirements of the applicable Agreement Documents with respect to a Project or Work Release.</td>
</tr>
<tr>
<td><strong>Work Protocols</strong></td>
<td>The Owner’s Work protocols for the Project(s) as referenced in the Master Service Agreement, as the same may be amended from time to time by Owner effective upon notice to Contractor.</td>
</tr>
<tr>
<td><strong>Work Release</strong></td>
<td>The agreement that (a) may be entered into by the Parties with respect to a Project, or (b) will result from a Purchase Order, release, time sheet(s) (only for use for Distribution Services authorized by Owner for ERP Work and Trouble/Non-ERP Work), Work Release or other documentation issued and/or approved by Owner, in each case in the form and on such terms as determined by Owner in its sole discretion.</td>
</tr>
</tbody>
</table>
# Attachment 2
## Contractor Risk Assessment Criteria
### (Page 1 of 2)

<table>
<thead>
<tr>
<th>Category</th>
<th>Description of Work</th>
<th>Examples (not inclusive)</th>
</tr>
</thead>
</table>
| **High Risk ISN Subscription Required** | • Has a high potential for causing a catastrophic operational incident.  
• Is performed on-site or is off-site where Client has responsibility and is liable for work performed.  
• May impact a process or site operations.  
• Requires confined space entry, elevated work, work on operating systems involving hazardous energy, and most work requiring a general work permit, hot work permit, or confined space permit.  
• Has access to operations and/or a direct role in site operations or maintenance, where failure could result in serious harm to employee or public well-being, company assets or the environment.  
• Includes any Contractor personnel’s job function which has no direct or very limited supervision for operational checks. | • Chemical and process cleaning  
• Electricians and instrumentation technicians  
• Carriers/transportation companies  
• Engineering services  
• Environmental investigation, remediation, monitoring activities  
• Equipment and process maintenance and/or inspection  
• Excavation  
• Facilities Maintenance (HVAC, roofing, etc.)  
• Hazardous waste handling and/or transport  
• Heavy equipment operations  
• High risk supplier  
• Inventory management services (Grainger, Motion Ind.)  
• Janitorial services  
• Landscaping services  
• Maintenance, construction, and demolition Contractors  
• On-site sampling/gauging activities  
• Operational consultants  
• Painters  
• Sanitary waste removal services  
• Vendors that stage and leave trucks/trailers on Client sites  
• Waste pick-up and recycling pick up  
• Welding |
## Other Risk Criteria

<table>
<thead>
<tr>
<th>Category</th>
<th>Description of Work</th>
<th>Examples (not inclusive)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Risk ISN</td>
<td>Consultants that do not perform work or activities as described in the high-risk exposure category.</td>
<td>• Auditors \n• Delivery/supply services (vending machine, bottled water, laundry) \n• Laboratory apparatus servicing \n• Mail/package/parts delivery or pick-up (UPS, Fed Ex) \n• Municipal waste pick-up \n• Office support and repairs (computers, printers) \n• Off-site repair/fabrication shops \n• Regulatory representatives \n• Sample pick-up by laboratory/courier \n• Technical representatives \n• Telephone, local municipal utilities \n• Training services</td>
</tr>
<tr>
<td>Subscription Not Required</td>
<td>Off-site services. \n• Minor on-call, on-site Contractor pick-up/delivery and repair services. \n• Work performed by public and private utilities. \n• On-site with Visitor Status (escorted). \n• Work having an indirect role and limited access to operations or maintenance, where failure could not result in serious harm to employee or public well-being, company assets, or the environment.</td>
<td></td>
</tr>
</tbody>
</table>
Attachment 3
Sample Safety Questionnaire for Prospective Contractors
(Page 1 of 2)

Eversource Safety Questionnaire for Prospective Contractors
(To be submitted as part of Contractor's proposal)

<table>
<thead>
<tr>
<th>Contractor Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquiry #:</td>
</tr>
<tr>
<td>Location/Job:</td>
</tr>
<tr>
<td>Project Name or Description:</td>
</tr>
</tbody>
</table>

Note: An oral presentation may be requested pertaining to the response to the following questions prior to the awarding of the contract or the start of work.

A. Refer to the following Attachments and enter the applicable information:
   A-1. Attachment 3, "Contractor OSHA-300 Log and Experience Modification Rate Summary"
   A-2. Attachment 4, "Contractor Safety, Health and Environmental Enforcement Summary"

B. Provide a specific written response to each of the following questions about your occupational safety and health programs. If not applicable, state the reason why:
   B-1. How your on-site supervisors are held accountable for safety and health performance & how this performance is monitored, assessed, and communicated to them.
   B-2. How your safety and health programs apply to subcontractors, and how you assure successful implementation of and compliance with these programs.
   B-3. How often safety and health meetings are conducted, who presents and attends the meetings, and how the topics are selected.
   B-4. Your incident analysis procedures and the types of incidents that are analyzed. Attach copies of the incident analysis forms/reports that will be used.
   B-5. Your disciplinary action procedure that addresses safety and health related infractions.
   B-6. Your policies and programs relating to alcohol, controlled substances, and firearms.
   B-7. Your hearing conservation program (if noise levels are expected to exceed 85 dB (A)).
   B-8. How often job hazard assessments and/or pre-job safety briefings are conducted.
   B-9. Has your firm been directed by a Eversource Representative to stop work on any project on Eversource Property due to safety issues? If so, please describe.

C. Provide a specific, written response which summarizes your occupational safety and health programs as they apply to the proposed work. If not applicable, state the reason why:
   C-1. A narrative that identifies what you perceive to be the significant safety and health hazards of the work and your plan to eliminate or minimize the potential for an incident that could result in an occupational injury, illness incident.
   C-2. Your occupational safety and health environmental staffs and their involvement in the proposed work.
   C-3. A list of the types of safety equipment you anticipate will be used, including personal protective equipment (PPE).
   C-4. Your initial employee safety and health orientation program for the proposed work.
   C-5. The types of safety and health training your workforce has received or will receive as part of the proposed work.
Attachment3
Sample Safety Questionnaire for Prospective Contractors
(Page 2 of 2)

C-6. The manner in which safety and health inspections will be performed, a list of who will perform them, and the proposed frequency of the inspections.

C-7. The safety incentive program (if you anticipate using one).

D. **Other:**
   D-1. Does your firm currently participate in an OSHA Voluntary Protection Program where your management, labor, and OSHA has established a cooperative relationship and have implemented a comprehensive safety and health management system?
   D-2. Does your firm currently participate in an OSHA Alliance and/or Strategic Alliance Program?
   D-3. Does your firm currently participate in the EEI Contractor Safety Program?
   D-4. Contractors are required to complete a Safe Work Plan for each phase of the job which they have bid. A sample Safe Work Plan must be submitted for evaluation as a part of the bid and prior to work commencing Safe Work Plan’s for each phase of the work must be submitted to Eversource. These plans will include: project specific work rules which will be followed, a list of JHA’s which identify the hazards that could be expected, actions to be taken to eliminate or control exposures to these hazards, emergency contacts, and employee signatures to ensure the plan has been properly communicated to all employees on the project. In some cases, this may also require that a Contractor develop a site specific safety plan for the work and/or assign a person with full-time or collateral safety oversight responsibilities.

E. **Attach the following documentation (including this form) to the submittal:**
   E-1. Contractor OSHA-300 Log and Experience Modification Rate Summary (Attachment 3)
   E-2. Contractor Safety, Health, and Environmental Enforcement Summary (Attachment 4)
   E-3. A copy of your written safety policies as endorsed by your top management.
   E-4. A copy of your safety and health manuals. If submitted in past year for a job at this same site, note the date, project, and the latest change to the manual(s). Include any changes made since the submission.
   E-5.
## Contractor OSHA-300 Log and Experience Modification Rate Summary

<table>
<thead>
<tr>
<th>Year</th>
<th>Total hours worked (from OSHA-300A)</th>
<th>Number of cases (from OSHA-300 Log)</th>
<th>Total Recordable Rate (Note 1)</th>
<th>Days (from OSHA-300 Log)</th>
<th>EMR (Note 2)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(G) Death</td>
<td>(H) Days away from work</td>
<td>(I) Job transfer or restriction</td>
<td>(J) Other recordable</td>
</tr>
<tr>
<td>3 yrs. ago</td>
<td></td>
<td>20___</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 yrs. ago</td>
<td></td>
<td>20___</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 yr. ago</td>
<td></td>
<td>20___</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This year to date</td>
<td></td>
<td>20___</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note (1): To calculate Total Recordable Rate, add columns G+H+I+J and use the following formula:

\[
\text{Incident Rate} = \frac{(N\times H)}{200,000}
\]

Where:  
- \( N \) = number of cases  
- \( H \) = total hours worked by all employees during the year (from OSHA Form 300A)  
- 200,000 = base for 100 full-time workers (40 hours/week, 50 weeks/year)

Note (2): Provide explanation if using a non-NCCI rating.
Attachment 5
Sample Contractor Safety and Health Enforcement Summary
(Page 1 of 1)

Contractor Safety and Health Enforcement Summary

<table>
<thead>
<tr>
<th>Contractor Name:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquiry #</td>
<td></td>
</tr>
</tbody>
</table>

1. During the 3 years immediately preceding submission of this proposal, has the Contractor (Company, Principals, or Senior Management) been convicted in any jurisdiction of a criminal violation of any health or safety laws or regulations?

   Yes ☐       No ☐

2. During the 3 years immediately preceding submission of this proposal, has a civil penalty or fine been imposed upon the contractor in any state or federal administrative or judicial proceeding for any violation of health or safety laws or regulations?

   Yes ☐       No ☐

3. During the 3 years immediately preceding submission of this proposal, has any state, federal or local judicial or administrative agency issued any notice of violation or non-compliance order (including consent orders) or judgment (or similar action) to the contractor concerning a violation of any health or safety laws or regulations?

   Yes ☐       No ☐

If you answered yes to any of the questions above, you are required to complete the table below to describe the violations identified in the proceeding three questions. If you answered "NO" to the questions above, please write the word "NONE" in the table below.

<table>
<thead>
<tr>
<th>Type of Action</th>
<th>Date</th>
<th>Jurisdiction</th>
<th>Case/Docket/Order No.</th>
<th>Fines/Description of Violation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>

*Additional pages may be attached to complete this table
Attachment 6
Contractor Safety Awareness Training and Management Certification
(Page 1 of 1)

This form (or equivalent) provides:

1. Verification that all Contractor and subcontractor individuals have received awareness training on the Eversource Contractor Safety Standards and any other actual or potential safety issues pertaining to the work they will perform.

2. Certification that the Contractor and subcontractors have the appropriate qualifications to perform the work and their agreement to comply with all applicable Eversource Contractor Safety Standards.

Awareness Training Documentation
Ensure all Contractor personnel clearly understand the following Eversource Contractor Safety Standards and agree to apply them at all times when working on Eversource property:

- Contractor Safety Standards
- Electrical hazards barriers and controls
- Jobsite hazards and barriers/controls
- Personal accountability and limitation

<table>
<thead>
<tr>
<th>COMPANY NAME:</th>
<th>CONTACT NAME:</th>
<th>PHONE NUMBER:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PROJECT/JOB/PURCHASE ORDER NUMBERS**

<table>
<thead>
<tr>
<th>NAME</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td></td>
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<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
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<tr>
<td>5.</td>
<td></td>
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<tr>
<td>6.</td>
<td></td>
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<td>7.</td>
<td></td>
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<tr>
<td>8.</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td></td>
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<tr>
<td>10.</td>
<td></td>
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<tr>
<td>11.</td>
<td></td>
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<tr>
<td>12.</td>
<td></td>
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<tr>
<td>13.</td>
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<tr>
<td>14.</td>
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<td>15.</td>
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<td>16.</td>
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<tr>
<td>17.</td>
<td></td>
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<tr>
<td>18.</td>
<td></td>
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<tr>
<td>19.</td>
<td></td>
</tr>
<tr>
<td>20.</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** This form (or equivalent) shall be maintained and provided to Eversource Representative upon request.

**Contractor Management Representative:** Sign and date below to indicate that all of the personnel listed above have: (1) Been made aware of the Eversource Contractor Safety Standards; (2) Have the appropriate qualifications to perform the work; (3) Agree to comply with all applicable Safety Standards.

_________________________  __________________________  ________________  ________________________
Print Name                  Sign Name                   Title                     Date
## Table A – Live-Line Work Minimum Approach Distance for Qualified Employees

<table>
<thead>
<tr>
<th>Nominal Voltage Phase-to-Phase (V)</th>
<th>Phase to Ground Exposure Minimum Approach (Distance in ft/in)</th>
<th>Phase-to-Phase Exposure Minimum Approach (Distance in ft/in)</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 to 300</td>
<td>Avoid Contact</td>
<td>Avoid Contact</td>
</tr>
<tr>
<td>301 to 750</td>
<td>13.1”</td>
<td>13.1”</td>
</tr>
<tr>
<td>751 to 5,000</td>
<td>2’1”</td>
<td>2’1”</td>
</tr>
<tr>
<td>5,001 to 15,000</td>
<td>2’2”</td>
<td>2’3”</td>
</tr>
<tr>
<td>15,001 to 36,000</td>
<td>2’7”</td>
<td>2’11”</td>
</tr>
<tr>
<td>36,001 to 46,000</td>
<td>2’10”</td>
<td>3’3”</td>
</tr>
<tr>
<td>46,001 to 72,500</td>
<td>3’4”</td>
<td>4’</td>
</tr>
<tr>
<td>72,600 to 121,000</td>
<td>3’4”</td>
<td>4’3”</td>
</tr>
<tr>
<td>121,001 to 145,000</td>
<td>3’10”</td>
<td>4’10”</td>
</tr>
<tr>
<td>145,100 to 169,000</td>
<td>4’4”</td>
<td>5’5”</td>
</tr>
<tr>
<td>230,000</td>
<td>5’3”</td>
<td>7’6”</td>
</tr>
<tr>
<td>345,000</td>
<td>8’6”</td>
<td>12’6”</td>
</tr>
</tbody>
</table>

## Table C – Live-Line Work Minimum Approach Distance for Non-Qualified Employees*

<table>
<thead>
<tr>
<th>Nominal Voltage Phase-to-Phase (V)</th>
<th>Minimum Approach Distance (ft)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 50kV</td>
<td>10’</td>
</tr>
<tr>
<td>69kV</td>
<td>11’</td>
</tr>
<tr>
<td>115kV to 138kV</td>
<td>13’</td>
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<tr>
<td>345kV</td>
<td>20’</td>
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</table>

* A non-qualified employee is an employee who is not trained to work on or near energized lines and equipment.
Attachment 8  
Contractor Project Safety Work Plan Requirements  
(Page 1 of 1)

The following list of items (not all inclusive) shall be used to develop the necessary **Contractor** Health and Safety Plan(s) (HASP):

**Roles and Responsibilities:**

The plan shall identify who is responsible for the project oversight and their qualifications. For example, if the work requires excavation, there must be someone on-site who would be qualified as a Competent Person.

For multi-employer work-sites, the **Contractor** is responsible for all their employees and subcontractors. The safety plan shall clearly state this responsibility.

**Scope of work:**

Briefly state the scope of work as provided by Eversource. The Safety Plan must specifically address the project or services requested by Eversource. Safety Plans should be short and to the point.

**Identification/Assessment:**

Perform a Job Hazard Assessment and identify all significant tasks and the anticipated hazards associated with completing each phase of the project.

Ensure the cost to provide adequate safety measures and to comply with all Eversource requirements is considered and budgeted in the bid/proposal.

**Hazard mitigation:**

For each hazard, specify measures that will be taken to mitigate these hazards.

**Ensuring Compliance:**

Explain how the **Contractor** and its employees and subcontractors will achieve safety compliance.

**Environmental Compliance:**

Ensure any anticipated environmental risks, based on the scope of the work, are addressed.
Attachment 9
Sample Hot Work Permit
(Page 1 of 2)

Permit expires within 24 hours- with a 6 day extension limit – Revalidation must occur every day before work occurs. Post Permit at location of hot work.

<table>
<thead>
<tr>
<th>Issue Date /Time</th>
<th>Column Number/Elevation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location / Description</td>
<td>Work Order Number</td>
</tr>
<tr>
<td>Equipment Name</td>
<td>Type of work to be done (Welding, Cutting, grinding)</td>
</tr>
<tr>
<td>Responsible Person Signature</td>
<td>Special Precautions: Yes ☐ No ☐</td>
</tr>
<tr>
<td>Authorizing Person Signature</td>
<td>If yes, what are they?</td>
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</tbody>
</table>

**ATTENTION:** The employee performing Hot Work shall inspect the work area and confirm that precautions have been taken to prevent fire. Post Permit at work site.

**PRECAUTIONS**

Sprinklers operable (if applicable) or Fire Extinguishers within close proximity.

Are the LEL levels monitored and acceptable?

Piping and vessels have been purged of explosive/toxic gases?

Appropriate LO/TO Clearance requirements have been utilized?

**WITHIN 35 FT OF WORK**

Floors swept clean of combustibles

Combustible floors wet down, covered with damp sand, metal, or other shields

All wall and floor openings covered and/or suspended beneath work to collect sparks as appropriate

**WALLS / CEILINGS**

Combustible Walls/Ceilings: Fire-resistant shields shall be used.

Noncombustible Walls: Combustible materials located on opposite side must be relocated away from the hot work area. If the material cannot be moved, a fire watch must be stationed on the opposite side from the work.

**DUCTS / CONVEYORS SYSTEMS**

Nearby ducts and conveyor systems have been shut down or protected to prevent conveying of sparks or flames to other areas.

**PIPES**

If pipe to be cut or welded is in contact with a combustible structure i.e., wall, ceiling, partition or roof. A fire watch must be posted on the opposite side of the structure.

**CYLINDERS**

Are they legible marked with all required labeling?

Are all the connections, torches, and cylinders free of oil and grease?

Are the hoses free of wear/defects that prevent it being used safely?

Are regulators for the proper gas and pressure as required?

Are the flashback arresters provided on the torch or regulator ends?

Are the cylinders secure and located away/protected from falling sparks and electrical circuits?

**FIRE WATCH**

Hot Work Permit posted at work site?

Is there proper PPE in use for the fire watch?

Supplied with extinguisher and/or small hose or fire suppression equipment?

Trained in use of equipment and in sounding fire alarm?

**SIGNATURES:**

1. This area is for the person who is authorizing the hot work after 24 hours permit expires, the authorizing and responsible person must verify that the area has been inspected and initial each consecutive day if the permit is to be extended.

2. The actual work area and all adjacent areas (including floors above and below and opposite sides of walls) to which sparks/heat may have spread were inspected for the duration of 30 minutes after the actual work was completed. **Required Documentation:** Each day the Fire Watch must sign in these blocks documenting the inspected areas were found to be fire safe.

Return the completed Hot Work Permit to Issuing Supervisor who shall maintain this record for two (2) weeks.
## Hot Work Permit Log

<table>
<thead>
<tr>
<th>Authorized By</th>
<th>Responsible Person</th>
<th>Contractor Name</th>
<th>Location of Work</th>
<th>Date Issued</th>
<th>Date Completed</th>
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*Supervisor shall maintain this log for one (1) calendar year.*