



**Mississippi State University Residence Hall  
OSHA Strategic Partnership**

**Between**

**Occupational Safety and Health Administration  
Mississippi, Jackson Area Office,**

**Mississippi State University, Center for Continuing  
Education, Health, and Safety On-site Consultation  
Service,**

**And**

**Roy Anderson Corp**

## **I. PURPOSE/SCOPE**

This Partnership was developed jointly by Occupational Safety and Health Administration (OSHA), the Mississippi State University, Center for Continuing Education, Health, and Safety On-site Consultation Service (MSU-CCE), and Roy Anderson Corp. This Partnership will cover the Mississippi State University Residence Hall project. The common objectives and goals of the Partnership will include the following: reduce injuries and illnesses; increase safety and health training; reduce worker overexposure to health and safety hazards; and increase the number of construction companies with safety and health management systems.

The new student housing project will be located on the north side of campus between Barr Avenue and Hurst Lane. The new facility will integrate student housing, a dining venue, office space and multipurpose space for classes, the Lucky Day living and learning program, as well as a storm shelter for residents. The new building will provide 400+ new beds, geared towards first year students in pod format with separate bathroom facilities. The residence spaces will also include a community kitchen, study space, and a hotel-style workout facility. The storm shelter will be a hardened area, designed to meet FEMA-361 requirements. The site development will include primary building entrance, exterior programmed courtyard, and loading dock to support the dining venue.

This Partnership is consistent with OSHA's long-range efforts to reduce work-related injuries and illnesses and develop a contractor/government cooperative approach to improving safety and health. The relationship established through this Partnership will influence the use of innovative strategies to positively impact occupational safety and health; and will encourage worker and subcontractor participation in the implementation of the site-based safety program. It also encourages more participation in the safety process from the construction community.

## **II. IDENTIFICATION OF PARTNERS**

The Partnership will include:

- Occupational Safety and Health Administration, Jackson Area Office;
- Mississippi State University, Center for Continuing Education, Health, and Safety On-site Consultation Service; and
- Roy Anderson Corp.

### III. GOALS/STRATEGIES/PERFORMANCE MEASURES

The primary objective of this Partnership is to create a working relationship that focuses on: (1) preventing work-related fatalities; (2) controlling or eliminating serious workplace hazards; and (3) establishing a foundation for the development of an effective safety and health program. The goals, strategies and measures employed to achieve these results will include the following:

GOALS	STRATEGIES	MEASURES
Reduce the total number of injuries and illness cases by 10 percent, thereby providing a safe and healthy work environment for employees at the Project.	a) Reviewing the OSHA 300 log data of the Partnership participants. Reviewing injury and illness trends and implementing effective corrective action(s).  b) Calculating the employer's Total Case Incident Rate (TCIR) and Days away from work, restricted, or job transferred (DART) <sup>1</sup> rates.  c) Comparing this data with the baseline rates for the Partnership.	a) This goal will be measured by the number of companies participating in the Partnership, which reduce their TCIR and DART rates below the baseline for the Partnership.  b) Baseline will be established by the 2020 BLS Rates for Non-Residential Construction NAICS 2362, which are 1.8 and 1.0.

---

<sup>1</sup>Days Away from work, Restricted, or job Transferred (DART) rate: This includes cases involving days away from work, restricted work activity, and transfers to another job. It is calculated based on  $(N / EH) \times (200,000)$  where N is the number of cases involving days away, and/or restricted work activity, and/or job transfer; EH is the total number of hours worked by all employees during the calendar year; and 200,000 is the base number of hours worked for 100 full-time equivalent employees. For example: Employees of an establishment including management, temporary, and leased workers worked 645,089 hours at this worksite. There were 22 injury and illness cases involving days away and/or restricted work activity and/or job transfer from the OSHA 300 Log (total of column H plus column I). The DART rate would be  $(22 / 645,089) \times (200,000) = 6.8$

<b>GOALS</b>	<b>STRATEGIES</b>	<b>MEASURES</b>
Increase the number of employees, employers and supervisors who are provided effective safety and health training, such as the OSHA 10 and 30-hour courses.	<p>a) Evaluation of the employers that establish effective safety and health training programs.</p> <p>b) Evaluation of the employers that provide employees with OSHA 10-hour/ OSHA 30-hour training.</p>	<p>a) Measure the number of employers with effective safety and health training programs.</p> <p>b) Measure the number of managers, supervisors, and employees provided with OSHA 10-hour/ OSHA 30-hour training compared to the (baseline) initial year of the Partnership.</p>
<p>Conduct effective self-inspections, sampling, monitoring, training and consultative activities in areas where employees might be exposed to health and safety hazards such as the following: hazardous noise levels; lead; silica; asbestos; ergonomic stressors; and other health-related hazards.</p> <p>The overall outcome of this goal should be the reduced overexposure of workers to health and safety hazards, as well as a reduced injury and illness rate.</p>	<p>a) Track health hazard and safety related program improvements, as well as training focused on the prevention of health and safety hazards.</p> <p>b) Team will track the number of self-inspections and site audits, as well as the number of health and safety hazards identified during these activities.</p>	<p>A comparison will be made between the number of health and safety hazards identified during self-inspections and audits conducted during the (baseline) initial year of the Partnership.</p>

<b>GOALS</b>	<b>STRATEGIES</b>	<b>MEASURES</b>
Develop or enhance the employer's safety and health program based on the Safe + Sound model (To include Management Leadership; Worker Participation; and Find & Fix Hazards).	<p>1) Review the number of employers that receive comprehensive consultation visits.</p> <p>2) Review the number of employers establishing safety and health programs, based on the Safe + Sound model. These items may include but are not limited to the following: safety and health policies statement; job hazard analysis; accident investigation; and hierarchy of controls.</p> <p>3) Require all subs to have a 30-hour trained and competent person on site at a minimum</p> <p>4) Hold comprehensive Site-Specific Safety Plan (SSSP) reviews with subcontractors to promote management systems</p> <p>5) Hold detailed planning meetings for hazardous tasks including confined space entry, work on excavations greater than 5 feet, crane work, and public interface work.</p>	<p>a) Measure the number of participants that develop and implement effective safety and health management systems, as a result of participating in the Partnership, compared to the (baseline) initial year of the Partnership.</p> <p>b) Review the planning meetings held and their effectiveness, as well as the engagement in full planning meetings</p>

#### **IV. MANAGEMENT AND OPERATION**

##### **A. The Roy Anderson Team will:**

1. Establish a jobsite safety walk team, consisting of a representative of all primary trades active on-site, to develop an understanding and awareness that all accidents are preventable. This action will be accomplished by implementing the Roy Anderson Team's Safety Vision, a comprehensive safety and health management system, which includes:
  - a. Management commitment and employee involvement;
  - b. Hazard analysis;
  - c. Hazard control; and
  - d. Arrangement of training assistance for other stakeholders on-site

2. Mentor subcontractors in safety and health management systems. Subcontractors shall include all multi-tiered subcontractors that arrive on the site.
3. Where the potential for airborne silica exposure exists, require the use of wet cutting, or soft cutting techniques and/or dust collection system and/or dust collection system in compliance with Table 1 of 29 CFR Part 1926.1153 and when employee exposure levels require, mandatory use of approved respiratory protection. Where the potential for air borne silica exposure exist, personal air monitoring will be conducted to assess employee exposure levels. Where the potential for other health issues exists (i.e., carbon monoxide, lead, or large-scale use of chemicals in the building interior during floor finishing), the Roy Anderson Team will coordinate with the subcontractor responsible for creating the hazard and ensure that air monitoring is accomplished to assess employee exposure levels. The Roy Anderson Team will compile and track sampling results.
4. Have the authority to enforce safety rules and regulations. This authority will include provisions to hold contractors and employees accountable and, if necessary, remove contractor's employees and supervisors from the job site, following proper disciplinary procedures.
5. Ensure that a competent person performs a risk assessment of all fall hazards. The probability and severity of occurrence for each identified hazard will be evaluated to eliminate or reduce the risk of fall hazards to as low a level as possible through conventional fall protection, engineering, or administrative controls. Regarding full hazard risk assessment:
  - a. Critical risks will not be tolerated. No work will be performed until action is taken to reduce the risk level of fall hazards to as low as reasonably feasible.
  - b. Bricklayers performing overhand bricklaying and related work above lower levels must be adequately protected from falls. No monitor system will be allowed.
  - c. Workers performing work on the face of formwork or reinforcing steel must be protected from falling by personal fall arrest systems, with the use of a positioning device, and/or lanyards.
6. Identify and correct serious ergonomic hazards.
7. Ensure that ground fault circuit interrupters (GFCI) are used to protect all electrical circuits that are installed for work. All contractors will ensure that employees are protected by the use of a GFCI at all times.
8. Ensure Roy Anderson Team Project Managers and Safety Directors serve as points of contact and monitor safety and health at the site and progress toward achievement of the Partnership goals.

9. Confirm that the Roy Anderson Team including Superintendents, Construction Managers and Project Managers ensure that daily safety audits are conducted (since this is a multi- employer worksite and all workers are to work together on safety issues). Upon request, the Roy Anderson Team will review subcontractors' daily logbooks and audits, note any hazards found, and then review them with all Safety Committee members at the weekly coordination/subcontractor meeting.
10. Conduct and document weekly job site safety meetings/toolbox talks.
11. Submit monthly accident reports to the Roy Anderson Team Safety Committee, including first aid, injury, property damage and near-miss reports.
12. Coordinate and conduct a comprehensive site audit twice each month led by the Safety Directors of the Roy Anderson Team. Safety Committee and subcontractor members will participate in every site safety audit. If non-compliant activity or hazards are discovered, immediate correction is required. The Roy Anderson Team will document the corrective action taken and share this information with OSHA during the quarterly update meetings.
13. Continually audit the Partnership's effectiveness and recommend improvements.
14. Ensure that no employees are allowed to work directly below a suspended load except for: employees engaged in the initial connection of steel and employee s necessary for hooking or unhooking the load. The following criteria must be met when employees are allowed to work under the load:
  - a) Materials being hoisted shall be rigged to prevent unintentional displacement;
  - b) Hooks with self-closing safety latches or their equivalent shall be used to prevent components from slipping off the hook;
  - c) All loads shall be rigged by a qualified rigger; and
  - d) Appropriate use of tag lines will be utilized to prevent work below suspended loads.
15. Require the use of appropriate personal protective equipment. Hardhats are mandatory. Employees exposed to or working with heavy equipment and all flaggers on site shall wear high-visibility reflective clothing. A 100 percent eye protection and gloves program will be implemented.
16. Ensure that all safety signs and warnings will be posted in English and Spanish, as well as in any other language workers at the jobsite understand, as appropriate.
17. Implement a 100 percent Fall Protection Plan for all work performed 6 feet or more above lower surfaces.

18. Implement an effective Heat Illness Prevention Program (Heat Program) to educate workers about the hazards of working outdoors in the heat and steps needed to prevent heat-related illnesses. This Heat Program should utilize tools such as OSHA's Heat Safety Tool Smartphone App and the Employer Guide to Using the Heat Index.

**B. Subcontractors will:**

1. Appoint a representative to the site Safety Committee responsible for resolving job safety matters and serve as a liaison to the Roy Anderson Team. Every prime trade subcontractor will have a person available to participate in the Safety Committee. Participation in this committee will consist of, but will not be limited to, participation in the Roy Anderson Team safety walkthroughs and weekly Safety Committee meetings.
2. Conduct jobsite safety inspections for those employees under their control. These jobsite safety inspections will be in addition to the daily general inspections. If non-compliant activity or hazards are discovered, immediate correction is required. Documentation of abatement methods and verification must be submitted to the appropriate Roy Anderson Team Safety Director.
3. Participate in the weekly Safety Committee/subcontractor meetings and safety audits. If non-compliant activity or hazards are discovered, immediate correction is required. Abatement methods and verification must be submitted to the appropriate Roy Anderson Team Safety Director who will document the correction taken and share this information during the monthly update meetings.
4. Share the results of jobsite inspections with all workers by posting them in the Project's on-site management office or on the jobsite bulletin board, to ensure all workers are notified of the results.

**C. OSHA will:**

1. Participate, to the extent resources permit, in the quarterly meeting with the Partnership participants, but will not participate in the walk around inspection, except that the verification visits may be scheduled as part of the weekly walk around inspection.
2. Serve as a resource and liaison for Partnership participants and also assist with safety and health training, as resources permit.
3. Give priority to the construction project when technical assistance is needed.
4. Audit the monthly reports/documents and make recommendations for improvements in meeting Partnership goals.



5. Conduct inspections in accordance with sections VIII and IX of this Partnership.
6. Conduct the annual Partnership evaluation report in accordance with section VII of this Partnership.

**D. MSU-CCE:**

1. Give priority consideration to requests for services to small contractors who are engaged in work at the Project.
2. Support and perform activities and monitoring related to a heat illness prevention program.
3. Support and perform activities including monitoring, if applicable, related to the silica dust generating activities and potential lead exposure arising from interior demolition activities.
4. Support, perform, and monitor activities related to safety focus areas not limited to, falls, confined space, trenching, excavation, and noise generating activities.

**V. SAFETY AND HEALTH MANAGEMENT SYSTEM**

The Roy Anderson Team will use their systems to collect and analyze injury and illness trends (including near-miss incidents) by all contractors performing work at the site. This data will be used as a tool to ensure continual safety and health improvement at the site. The management of this Agreement will be accomplished by Roy Anderson Team implementing a comprehensive jobsite safety and health management system which includes:

1. Using the Roy Anderson Team - Job Hazard Analysis (JHA) and Pre- Task Plan forms, the Roy Anderson Team will complete a risk assessment prior to exposing any employee to potential safety and health hazards.
2. Work with OSHA, MSU-CCE, and Safety Committee members to provide the resources to conduct initial monitoring for ALL toxins, carcinogens, or hazardous substances currently emphasized by OSHA and which present inhalation hazards, such as silica, lead, cadmium, and/or isocyanates. Employee exposures will be assumed, and respiratory protection worn until the results of the initial monitoring studies are received and demonstrate no exposure problems or prior surveys show no hazard exists. The Roy Anderson Team will endeavor to ensure that no work with these materials will occur, thus preventing any exposure. The Roy Anderson Team will request periodic evaluation visits by its insurance company.
3. Ensuring all contractors on-site will perform daily audits. In addition, twice each month, a comprehensive audit of the jobsite will be performed. A representative of the subcontractors will be a safety audit participant in the jobsite areas where

their employees may be exposed to hazards. Any hazards found during the audits will be corrected promptly. Items identified during the audits will be annotated on a daily log. When hazards cannot be corrected immediately, they will be tracked until abatement is completed. Employees exposed to these hazardous conditions will be informed of the hazard and effective interim control measures will be implemented. A record will be kept of all hazards found during the comprehensive site safety audits and the number of hazards corrected as a result of the weekly audits.

4. Implementing an effective Fall Protection Plan to include fall protection in all cases where work is being performed 6 feet or more above lower surfaces.
5. Ensuring employees receive training as follows:
  - a. Supervisory personnel should possess an OSHA 10-hour card or its equivalent. The Roy Anderson Team will work with all subcontractors to provide each subcontractor's safety designee with an OSHA 10-hour card, or its equivalent through available on-site training options.
  - b. All employees will receive a site-specific construction safety orientation covering jobsite safety and health issues, procedures related to the work being performed, as well as the requirements outlined in the Partnership Agreement. In addition, employees shall receive training on the content of the risk assessment for operations they will encounter. This may require periodic retraining of employees on the content of the risk assessment as they become relevant due to entering new phases of construction. This material will be provided by the Roy Anderson Team to each subcontractor's designated safety representative for completion.
  - c. Safety and health training will be provided to all workers in a language they understand. Subcontractors shall provide proof of training to Roy Anderson Corp. Training performed onsite will utilize competent translators and interpreters as appropriate.
  - d. Subcontractors can utilize their own instructors as long as these instructors can provide a valid certification card showing completion of the OSHA 10-hour course. The Roy Anderson Team will have primary responsibility for verifying this training. The Roy Anderson Team plans to hold 10-hour safety training sessions as needed to help train all personnel as the schedule allows.
  - e. Other hazard-specific training will be conducted on an as-needed basis.
6. Mandating that each subcontractor with written safety and health management systems must submit them to the Project Construction Team for evaluation. Companies without safety and health management systems may adopt the Roy Anderson Team's Incident Prevention Plan or develop an adequate safety and health management system.

7. Ensuring health-related issues which arise during the course of the Project are adequately addressed by the Roy Anderson Team and/or the affected subcontractors, with the assistance of OSHA, as its resources permit. All health-related issues will be discussed monthly during the Partnership meetings.
  - a. An effective hearing protection program, including noise monitoring and engineering controls, where possible, will be implemented by the Roy Anderson Team Safety Department.
  - b. An effective environmental monitoring program will be implemented to control airborne hazards, such as silica, and will include Table 1 controls, employee training, implementation of engineering controls where possible, and the use of respiratory protection when necessary. Previous site-based data will be considered acceptable.
8. Ensuring compliance with the NFPA 70E when working on live electrical equipment, including training and the availability and use of personal protective equipment. A permit system will be implemented whenever working in close proximity to or on live electrical systems to ensure the implementation of appropriate protective measures prior to exposure. The permit form includes requirements for pre-task review and lockout/tagout procedures to be followed.
9. Ensuring all equipment capable of causing amputations is adequately guarded.
10. Ensure effective programs are employed, consisting of policies and procedures that comply with OSHA's Lockout/Tagout standards, as equipment and processes are brought live and on-line at the Project.

## **VI. WORKER INVOLVEMENT**

The site will establish an employee Safety Committee consisting of at least one member per subcontractor that will meet on a monthly basis to share the results of jobsite inspections, information concerning accidents and near-misses, suggestions for improvement and recommendations for training of the general workforce. Near misses and daily safety audits will be discussed during Toolbox Talks.

## **VII. ANNUAL EVALUATION**

The Partnership will be evaluated on an annual basis using the Strategic Partnership Annual Evaluation Format as specified in Appendix C of OSHA Instruction CSP03-02-003, OSHA Strategic Partnership Program for Worker Safety and Health.

The Roy Anderson Team will be responsible for gathering required participant (employer/subcontractor) data to evaluate and track the overall results and success of the Partnership. This data will be shared with OSHA. OSHA will be responsible for writing

and submitting the annual evaluation.

## **VIII. INCENTIVES**

Participant benefits from OSHA may include:

1. Maximum penalty reductions for good faith and history, to the extent allowed by the OSHA Field Operations Manual (FOM), OSHA Instruction CPL 02-00-164 (April 14, 2020).
2. In the event that a citation with penalties is issued, the Area Director has the authority to negotiate the amount of an additional penalty reduction as part of the informal conference settlement agreement.
3. Priority consultation service and assistance for small employers working on the construction site from the MSU-CCE.
4. An OSHA focused inspection is available where the Partnership participant has an effective safety and health management system fully compliant with 29 CFR Part 1926.20 and 29 CFR Part 1926.21 (For additional details refer to the 1994 memo signed by then Deputy Assistant Secretary for OSHA James Stanley, which was revised on September 20, 1995).

## **IX. OSHA VERIFICATION**

1. Verification Enforcement Inspections: OSHA will conduct the initial verification enforcement inspection no sooner than three months, but within four months after Partnership participants formally enter into this Agreement. During this period participants should develop and implement the safety and health management systems required under this Agreement. After this period, OSHA will conduct the verification enforcement inspections annually after that. Verification enforcement inspections will be conducted as a focused inspection, per the appropriate OSHA guidelines. Compliance Safety and Health Officers (CSHOs) familiar with the Project will do verification enforcement inspections. Employee rights under the Occupational Safety and Health Act (OSH Act) will be afforded. During the verification enforcement inspections, if OSHA personnel identify serious hazards, or hazards otherwise become apparent, the inspection scope may be expanded.
2. Complaint/Referral Investigations: This Partnership provides for the immediate response to each allegation of a safety or health hazard brought to its attention by any person. Upon a finding that an allegation is valid, the employer shall promptly abate the hazard.
3. OSHA agrees that a copy of each non-formal complaint/referral related to the work

site and filed with OSHA will be forwarded by fax, or by CSHO, to the Roy Anderson Team's - Project Management office onsite. In accordance with applicable law, the name and identifying information related to the complainant requesting confidentiality will not be revealed. The Roy Anderson Team agrees to investigate these complaints, regardless of the employer involved and provide OSHA with a written response within five (5) working days of receiving the non-formal complaint/referral.

4. Accident Investigations: Employers engaged in this Partnership recognize that OSHA fully investigates accidents involving fatalities or serious physical harm. If during the investigation OSHA determines that the incident resulted from violations of the OSHA standards, the employer will not be afforded Partnership incentives.

## **X. WORKER AND EMPLOYER RIGHTS**

This Partnership does not preclude employees and/or employers from exercising any right provided under the OSH Act, nor abrogates any responsibility to comply with rules and regulations adopted pursuant to the OSH Act.

## **XI. TERM OF PARTNERSHIP**

It is understood that this Agreement shall be in effect until completion of construction activities at the Project, but in no case longer than three years. Should any "signatory" stakeholder choose to withdraw prior to Project's completion, a written notice shall be given stating the reason(s) and providing 30 days' notice to the other party(s).

If OSHA chooses to withdraw its participation in the Partnership, the entire Partnership is terminated. Any party may also propose modification or amendment of the Agreement. Changes may be implemented, if all parties agree that such changes are in the best interest of the Partnership.

## **XII. THE MISSISSIPPI STATE UNIVERSITY RESIDENCE HALL SIGNATURE PAGE**

Partnership Signing Date: \_\_\_\_\_

\_\_\_\_\_  
Courtney Bohannon  
Area Director  
Occupational Safety & Health  
(OSHA)

\_\_\_\_\_  
Julie Carter  
Safety Director  
Roy Anderson Corp

\_\_\_\_\_  
Bob Fullington  
Vice President / CFO  
Roy Anderson Corp

\_\_\_\_\_  
John Williams  
Program Manager, Sr. Safety Consultant  
Mississippi State University,  
Center for Continuing Education

\_\_\_\_\_  
Brett Bollman  
Vice President / Operations  
Roy Anderson Corp

\_\_\_\_\_  
Scott Hooker  
Project Manager  
Roy Anderson Corp

\_\_\_\_\_  
Martin Shows  
Vice President / Field Operations  
Roy Anderson Corp

\_\_\_\_\_  
Darron Reed  
Project Executive  
Roy Anderson Corp