

<i>Authority</i>	
• CCR Title 8 Section 3203	
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Employee health and safety at Recreation and Parks is a right and responsibility for everyone. It is your right to work in an environment free of recognized hazards. **It is your responsibility to take every reasonable and proactive action to ensure workplace hazards are eliminated or minimized for you and those around you.** This Injury and Illness Prevention Program (IIPP) describes how you will be provided with the necessary information, skills, tools, equipment and facilities to complete assignments safely and successfully.

IIPP Principles

The general principles of injury and illness prevention are as follows. They are described in detail in the document.

1. Supervisors are expected to make assignments so that staff can complete them without experiencing a disabling injury or illness.
 - a. Where a disabling injury or illness does occur, supervisors and his or her staff are expected to:
 - Provide a Temporary Transitional Work Assignment for each day of the employee's eligibility.
 - Complete all recommended corrective actions promptly.
2. Employees are expected to make safe choices.

IIPP – The Building Blocks of Health and Safety

An IIPP must legally contain the following eight elements.

1. **Responsibility.** The people with authority and responsibility for implementing the IIPP. At RPD, everyone is responsible for ensuring their safety and the safety of those around us.
 - a. Employees are responsible for:

- Assuring proper safeguards are taken at all levels of a job, but especially when working under hazardous conditions. Hazardous conditions include, but are not limited to: confined spaces, high noise, presence of noxious or toxic chemicals and gases, heavy equipment use, machine maintenance and repair (lock/out-tag/out), electrical work and use of flammable liquids.
 - Asking for assistance as many times as needed, no matter how simple the question seems, if you do not fully understand the safe way to do a job.
 - Encouraging other employees to work safely. The best way to encourage people convincingly is by example. Failing to follow safety rules may result in progressive discipline.
- b. Supervisors are additionally responsible for ensuring compliance by ensuring that training, tools, equipment, and facilities are provided to employees so that they can perform their jobs safely.
2. **Compliance.** A system for ensuring that employees comply with safe and healthy work practices. At RPD, this includes the expectations set in the Safe Work Practices and department-wide health and safety goals.
- a. All employees must comply by:
- Keeping themselves informed of conditions affecting their health and safety.
 - Adhering to healthy and safe practices in the workplace. Know and obey safety rules and procedures that apply to your assignment.
 - Refusing to do work that you feel involves a dangerous condition, until such time as that condition is abated¹. In order to do this, all of the following conditions must be met:
 - (1) You have asked the employer to eliminate the danger, and the employer failed to do so; and
 - (2) You refused work in good faith, and you genuinely believe an imminent danger exists; and
 - (3) A reasonable person would agree that there is a real danger of death or serious injury; and
 - (4) There isn't enough time to get it corrected through regular enforcement channels.
 - When confronted with several different ways of doing something, take the safe route. Do not rush or hurry as injuries are more likely to happen.
 - Not undertaking any task, using any tool, or operating any equipment, unless authorized to do so, and by following the proper procedures outlined in the operator's manual and the Safe Work Practices.
 - Wearing proper clothing and protective equipment as indicated in any operator's manual, Safety Data Sheet (SDS) or Safe Work Practice.

¹ Sully-Miller Contracting Company vs. v Cal-OSHA Appeals Board, Filed April 13, 2006.

- Complying with the Department's substance abuse policy. **The use of drugs or intoxicating liquors on the job is strictly prohibited. Anyone under the influence of drugs or liquor will not be allowed on the job while in that condition.** Any employee using prescription or non-prescription drugs which are assigned warnings against the operation of equipment, or performing other hazardous tasks, shall not be allowed to work except in accordance with the warnings. Employees taking these kinds of medication shall report this to their supervisor.
 - Refraining from horseplay, scuffling, practical jokes or any other activity which can create or constitute a hazard.
 - Refraining from smoking in any RPD facility, vehicle or any site in conformance with CCSF Smoke Free Workplace.
- b. Supervisors have additional responsibilities for ensuring compliance by ensuring that:
- The safety performance of all employees is evaluated. Subsequent training shall be provided to those employees whose safety performance is deficient.
 - Necessary and properly fitting personal protective equipment is available to their employees before they start their work assignment.
 - Tools, equipment and facilities are safe, well maintained and in compliance with external agency regulations and Recreation and Park policies, programs and practices.
 - Safety and health policies, programs and practices are fairly and uniformly enforced.
 - Completing any corrective actions identified in a SOHR, a Periodic Inspection or as a result of an incident investigation to ensure your safety and the safety of those around you.
 - Employees who make a significant contribution to a safe workplace are acknowledged and those employees who choose not to follow safe work practices are disciplined.
 - Employees are disciplined for failure to comply with safe and healthful work practices.
 - All equipment is operated by qualified and properly trained personnel only.
3. **Communication.** A system for communicating with employees in a form readily understandable by all affected employees on matters relating to occupational safety and health. At RPD this is done through the Safe Work Practices and Safety Awareness Meetings. More time sensitive items may also appear in emails, memos, departmental newsletters or other correspondence.
- a. Employees are responsible for:
- Working with their supervisor and/or using the Department's Suspected Occupational Hazard Report (SOHR) form to report concerns before they become problems or incidents.
- b. Supervisors have additional responsibilities for ensuring employee safety and compliance by:

- Ensuring that all new employees have attended New Employee Orientation. By completing New Employee Orientation it is expected that employees have been trained on:
 - The expectation that they work safely (without incident).
 - This document (the Department's Injury and Illness Prevention Program).
 - All the Safe Work Practices relevant to their job (see the end of this SWP. You are responsible for ensuring that they have been trained on the hazards to which they may be exposed and how to avoid them **before** doing that job.
 - How to work with hazardous materials including how, where, and when to find SDSs. In addition, material specific training for any and all hazardous materials the employee may use, and proper use and storage of hazardous materials.
 - Personal protective equipment (requirements, availability, storage and maintenance of personal protective equipment for hand, face, foot, body, ear, etc.).
 - Disaster procedures as stated in the Site Emergency Action Plan.
 - Responsibilities and procedures to follow if they have or witness an occupational incident (remembering that you don't expect them to have an injury in the first place).
 - Conducting a job briefing before each new work assignment is begun. Such job briefing shall include the description of the hazards unique to a specific job, appropriate work procedures to be followed, work assignment and other items to ensure that the work can be accomplished safely. It is strongly recommended that you use the Department Safe Work Practices for the job briefing.
 - Ensuring appropriate communication and interaction between employees and supervisors so that work is completed safely.
4. **Hazard Identification.** Procedures for identifying and evaluating work place hazards include periodic inspections and incident investigations to identify unsafe conditions and work practices.
- a. Employees are responsible for:
- Inspecting all tools and equipment before use, and use equipment according to the manufacturer's specifications.
 - Reporting all defective or damaged equipment to your supervisor upon discovery. Damaged or defective equipment must be repaired, replaced or removed from service immediately.
 - Immediately reporting any knowledge or observation of unsafe acts, conditions, injury or illness to your supervisor. If your supervisor is not available, then report to the next available person in your units chain of command. This must be done by the close of the business day or sooner. The Department is responsible for ensuring that no reprisal is conducted against the person reporting the hazard.
 - Completing a Suspected Occupational Hazard Report (SOHR) form and submitting to EHS. SOHR forms can be submitted anonymously.

- b. Supervisors have additional responsibilities for ensuring compliance by:
 - Completing Periodic Inspections to proactively identify potential problems. Periodic inspections should be completed as follows:
 - a. It is strongly recommended that you complete Periodic Inspections several times per year so that hazards can be identified and promptly resolved. For the purpose of completing Performance Plan and Appraisal Reports the Department tracks annual completion.
 - b. When new substances, processes, procedures or equipment which present potential new hazards are introduced into our workplace.
 - c. When new, previously unidentified hazards are recognized.
 - d. When occupational injuries and illnesses occur.
 - e. Whenever workplace conditions warrant an inspection
5. **Investigation.** A procedure to investigate occupational injury or occupational illness. Investigations are performed by the EHS Division staff. It is likely you will be asked to provide information to assist with the investigation and help complete corrective actions.
6. **Corrective Actions.** Methods and/or procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard.
 - a. Supervisors are responsible for:
 - Ensuring that hazards are corrected when observed or discovered to prevent reoccurrence or similar injury to staff. In the case of an imminent hazard which cannot be immediately abated without endangering employees or property, remove all exposed employees from the area except those needed to correct the condition. Those employees correcting the condition shall be provided with the necessary protection.
 - Ensuring that where the hazard(s) can not be eliminated, that necessary controls are put in place to minimize reoccurrence or similar injury to the employee and other staff. This may include (but is not limited to) correcting the conditions within your authority, submitting work orders, or getting advice from EHS.
 - Ensuring that proof of abatement of a hazard is provided in writing².
 - Using a hierarchy of controls as a means of determining how to implement feasible and effective corrective actions. The control methods at the top of the list are potentially more effective and protective than those at the bottom. Following the hierarchy normally leads to the implementation of inherently safer systems, ones where the risk of illness or injury has been substantially reduced.
 - (a) Elimination (getting rid of the hazard).
 - (b) Substitution (substituting a more safe method).
 - (c) Engineering controls (changing how the process is done).
 - (d) Administrative controls (changing exposure time to the hazard).
 - (e) Personal protective equipment (this should always be the last resort).

² California Labor Code Section 6430.

- EHS will act in an advisory role to assist in implementing corrective actions. Although advisory in nature, if a recommendation is not heeded, EHS may be required to inform others in order to ensure acceptable abatement of the hazard.
7. **Training.** Training is the provision of information and skills as indicated in the Department's Safe Work Practices, Safety Awareness Meetings and Staff Development Catalog.
- a. Employees are responsible for:
- Participating in training, working groups, inspection teams and special projects as requested.
 - Talking to and working with their supervisor if they feel they need more training to do the assigned job safely.
 - Reviewing the operator's manual and the Safe Work Practice upon your initial use of the tool, equipment, etc. If you have not used the equipment recently or anytime you have questions about its safe operation.
- b. Supervisors have additional responsibilities for ensuring compliance by:
- Providing training on information about known hazards, and skills on how to avoid those hazards:
 - To all new employees,
 - To all employees given new job assignments for which training has not previously been received,
 - Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard,
 - Whenever the employer is made aware of a new or previously unrecognized hazard, and
 - To familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.
 - Ensuring that training is done initially and on a periodic basis thereafter. Barring a more specific re-training requirement in the regulations, it is recommended that training be done every two years. At RPD, there are several ways that training may be provided:
 - Safety Awareness Meetings on relevant Safe Work Practices. Required Safe Work Practices by risk group are located at the end of this Safe Work Practice.
 - Providing classroom training. This can include, but is not limited to using outside vendors or other agencies. Required classroom trainings by risk group are located at the end of this Safe Work Practice.
 - Ensuring that employees assigned new or unfamiliar tasks shall undertake these new assignments only under the close supervision of a person who is experienced with the safe performance of the task. This supervision shall continue until it is determined that the employee is able to work in a safe manner. If an employee is uncertain of any aspect of a task, they shall ask for help from the supervisor or other qualified personnel.

8. **Recordkeeping.** A system for ensuring that documentation is kept for an appropriate period of time.
 - a. Supervisors are responsible for:
 - Ensuring that records of training, corrective actions, inspections, and investigations are distributed to EHS and kept for a period of one year.
 - a. Training documentation must include:
 - i. Employee name
 - ii. Training date
 - iii. Type of training
 - iv. Training providers
 - b. EHS is responsible for ensuring that these records are kept for a minimum period of one year.

References:

1. Workplace Injury & Illness Prevention Model Program for High Hazard Employers, Cal-OSHA, CS-1A, revised January 2001.
2. San Francisco Zoo, Injury and Illness Prevention Program Handbook, Approved December 2007, Revised January 2008.
3. DPH Net Injury and Illness Prevention Program, <http://dphnet/osh/IIPP/iipp.htm>, accessed on December 4, 2000.
4. University of California San Francisco, Injury and Illness Prevention Program, July 1991.
5. San Francisco Recreation and Park Department Gardner Supervisor's Health and Safety Manual, November 26, 1996.
6. San Francisco International Airport Employee Safety Handbook, April 1999.
7. User's Guide to Cal OSHA, Cal OSHA Publication, July 2013

For any questions, please contact EHS at 415-831-2780.

Comprehensive Training Requirements by Risk Group

9916 Temporary As Needed

Classroom

Fire Extinguishers

Safe Work Practices

Asbestos Awareness

COVID-19

Electrical Safety

Fuel Safety

Garbage Handling

Housekeeping

Infectious Materials

Injury and Illness Prevention

Injury and Illness Reporting and Management

Insect or Arachnid Bites and Stings

Lead

Lifting, Body Mechanics, and Ergonomics

Office Safety

Outdoor Environments

Personal Protective Equipment

Site Emergency Action Plan

Tree Planting

Vehicle Operation

Walking and Working Surfaces

Comprehensive Training Requirements by Risk Group

Administrative (Finance, Human Resources, MIS, Purchasing, Planning, Partnerships, Capital, Operations (Admin), Other)

Classroom

- Asbestos – Class III/IV Competent Person (EHS only)
- CPR and First Aid (EHS only)
- Defensive Driving
- Fire Extinguishers
- RPD DOC ICS Series (DOC members only)

Safe Work Practices

Asbestos Awareness	Injury and Illness Prevention
Bicycling	Insect or Arachnid Bites and Stings
Cash Handling	Kitchen Safety and Hygiene
COVID-19	Lead
Infectious Materials	Lifting, Body Mechanics, and Ergonomics
First Aid	Office Safety
Electrical Safety	Regulatory Agency Inquires and Permits (Supervisors only)
Fuel Safety	Site Emergency Action Plan
Housekeeping	Vehicle Operation
Injury and Illness Reporting and Management	Walking and Working Surfaces

Comprehensive Training Requirements by Risk Group

Aquatics

Classroom

- CPR and First Aid
- Defensive Driving
- Fire Extinguishers

Safe Work Practices

- Aquatic Operations
- Asbestos Awareness
- Bicycling
- Coaching, Demonstrating, or Refereeing
- COVID-19
- Dog Safety
- Electrical Safety
- Field Lining
- First Aid
- Fuel Safety
- Hazardous Substances
- Housekeeping
- Infectious Materials
- Injury and Illness Reporting and Management

- Injury and Illness Prevention
- Insect or Arachnid Bites and Stings
- Kitchen Safety and Hygiene
- Ladders
- Lead
- Lifting, Body Mechanics, and Ergonomics
- Office Safety
- Outdoor Environments
- Personal Protective Equipment
- Portable Tables
- Recreation Equipment
- Regulatory Agency Inquires and Permits (Supervisors only)
- Site Emergency Action Plan
- Walking and Working Surfaces
- Vehicle Operation

Comprehensive Training Requirements by Risk Group

Custodial

Classroom

CPR and First Aid
Defensive Driving
Fire Extinguishers

Safe Work Practices

Asbestos Awareness
COVID-19
Dog Safety
Dust and Debris Cleaning
Electrical Safety
First Aid
Floor Care
Fuel Safety
Garbage Handling
Hazardous Substances
Hearing Conservation
Housekeeping
Infectious Materials
Injury and Illness Prevention
Injury and Illness Reporting and Management
Insect or Arachnid Bites and Stings
Kitchen Safety and Hygiene

Ladders
Lead
Leaf Blowing
Lifting, Body Mechanics, and Ergonomics
Light Fixtures
Office Safety
Outdoor Environments
Personal Protective Equipment
Power Washing
Restroom Cleaning
Regulatory Agency Inquires and Permits (Supervisors only)
Site Emergency Action Plan
Vehicle Operation
Walking and Working Surfaces
Wall Washing

Comprehensive Training Requirements by Risk Group

Integrated Pest Management

Classroom

- CPR and First Aid
- Defensive Driving
- Fire Extinguishers

Safe Work Practices

- Asbestos Awareness
- Chainsaws
- COVID-19
- Dog Safety
- Electrical Safety
- First Aid
- Fuel Safety
- Hand Tools
- Hazardous Substances
- Hearing Conservation
- Housekeeping
- Infectious Materials
- Injury and Illness Reporting and Management
- Injury and Illness Prevention
- Insect or Arachnid Bites and Stings
- Ladders

- Lead
- Lifting, Body Mechanics, and Ergonomics
- Office Safety
- Outdoor Environments
- Personal Protective Equipment
- Poisonous Plants
- Power Tools
- Respiratory Protection
- Regulatory Agency Inquires and Permits (Supervisors only)
- Site Emergency Action Plan
- Traffic Safety
- Vehicle Operation
- Walking and Working Surfaces

Comprehensive Training Requirements by Risk Group

Landscape

Classroom

CPR and First Aid
Defensive Driving
Forklifts (as needed)
Gardener Body Mechanics
Pesticide Handler (if applying pesticides)

Safe Work Practices

Aerator	Ladders
Asbestos Awareness	Lead
Backhoe Loader (<i>Toro Dingo</i>)	Leaf Blowing
Bicycling	Lift Gates
Brush Removal	Lifting, Body Mechanics, and Ergonomics
Chainsaws	Mowers
Chippers and Grinders	Office Safety
Compressed Gas Safety	Outdoor Environments
COVID-19	Personal Protective Equipment
Dog Safety	Pin Changer
Dump Trucks	Poisonous Plants
Edger	Power Tools
Electrical Safety	Post Installation
Forklifts (as needed)	Pruning
First Aid	Regulatory Agency Inquires and Permits (Supervisors only)
Fuel Safety	Shoveling
Garbage Handling	Site Emergency Action Plan
Grass Trimmers and Brush Cutters	Stake Driver
Hand Tools	Tillers
Hazardous Substances	Traffic Safety
Hearing Conservation	Tree Planting
Housekeeping	Tree Work
Infectious Materials	Turf Truckster (<i>Cushman</i> or <i>Toro</i>)
Injury and Illness Prevention	Vehicle Operation
Injury and Illness Reporting and Management	Walking and Working Surfaces
Insect or Arachnid Bites and Stings	Weeding
Irrigation Equipment	Wheelbarrows

Comprehensive Training Requirements by Risk Group

Marina

Classroom

- CPR and First Aid
- Cranes, Derricks and Hoists
- Defensive Driving
- Fall Protection – Competent or Qualified Person
- Fire Extinguishers
- Structural Maintenance Body Mechanics

Safe Work Practices

Aerial Lifts	Ladders
Asbestos Awareness	Lead
Battery Handling	Lifting, Body Mechanics, and Ergonomics
Chainsaws	Lockout and Tag
Compressed Gases	Machine Operation
COVID-19	Office Safety
Electrical Safety Awareness	Outdoor Environments
Fall Protection	Overhead or Underground Electrical Lines
First Aid	Personal Protective Equipment
Fuel Safety	Power Tools
Garbage Handling	Powered Saws
Hand Tools	Regulatory Agency Inquires and Permits (Supervisors only)
Hazardous Substances	Scaffolds
Hearing Conservation	Site Emergency Action Plan
Housekeeping	Traffic Safety
Infectious Materials	Trenching and Excavation
Injury and Illness Prevention	Vehicle Operation
Injury and Illness Reporting and Management	Walking and Working Surfaces
Insect or Arachnid Bites and Stings	Working Around or Over Water

Comprehensive Training Requirements by Risk Group

Park Rangers

Classroom

CPR and First Aid
Defensive Driving
Fire Extinguishers

Safe Work Practices

Asbestos Awareness
Bicycling
Building Checks
Cash Handling
COVID-19
Dog Safety
Electrical Safety
First Aid
Fuel Safety
Housekeeping
Infectious Materials
Injury and Illness Prevention
Injury and Illness Reporting and
Management

Insect or Arachnid Bites and Stings
Lead
Lifting, Body Mechanics, and
Ergonomics
Office Safety
Outdoor Environments
Personal Protective Equipment
Regulatory Agency Inquires and
Permits (Supervisors only)
Site Emergency Action Plan
Traffic Safety
Vehicle Operation
Walking and Working Surfaces

Comprehensive Training Requirements by Risk Group

Recreation and Animal Care

Classroom

CPR and First Aid
Defensive Driving
Fire Extinguishers
RPD DOC ICS Series (Shelter staff only)

Safe Work Practices

Animal Handling (2440s, 3320-70s only)
Arts and Crafts
Asbestos Awareness
Bicycling
Cash Handling
Coaching or Refereeing
COVID-19
First Aid
Dog Safety
Electrical Safety
Field Lining
Fuel Safety
Hazardous Substances
Housekeeping
Infectious Materials

Injury and Illness Reporting and Management
Injury and Illness Prevention
Insect or Arachnid Bites and Stings
Kitchen Safety and Hygiene
Ladders
Lead
Lifting, Body Mechanics, and Ergonomics
Office Safety
Outdoor Environments
Personal Protective Equipment
Portable Tables
Recreation Equipment
Regulatory Agency Inquires and Permits (Supervisors only)
Site Emergency Action Plan
Vehicle Operation
Walking and Working Surfaces

Comprehensive Training Requirements by Risk Group

Structural Maintenance

Classroom

Asbestos – Class IV Operations (Roofers only)
CPR and First Aid
Cranes, Derricks and Hoists
Confined Space– Competent or Qualified Person
Defensive Driving
Fall Protection– Competent or Qualified Person
Fire Extinguishers
Forklifts
Structural Maintenance Body Mechanics

Safe Work Practices – All Shops

Aerial Lifts	Insect or Arachnid Bites and Stings
Asbestos Awareness	Ladders
COVID-19	Lead
Drill Press	Lifting, Body Mechanics, and Ergonomics
Electrical Safety	Lockout and Tag
Fall Protection	Machine Operation
First Aid	Outdoor Environments
Fuel Safety	Personal Protective Equipment
Gas Powered Generator	Power Tools
Hand Tools	Powered Saws
Hazardous Substances	Regulatory Agency Inquires and Permits (Supervisors only)
Hearing Conservation	Scaffolds
Housekeeping	Site Emergency Action Plan
Infectious Materials	Traffic Safety
Injury and Illness Prevention	Vehicle Operation
Injury and Illness Reporting and Management	Walking and Working Surfaces

Safe Work Practices – Shop Specific

Heavy Equipment

Backhoe Loader	Dump Trucks
Banding (Sign Strapping)	Forklifts
Bench Grinder	Garbage Handling
Bicycling	Hot Work (Welding)
Chainsaws	Lift Gates
Cranes, Derricks and Hoists	Pallet Jacks

Pavement Breaker
Poisonous Plants
Powder-Actuated Tools
Power Press

Tree Planting
Trenching and Excavation
Woodworking

Stationary Engineering

Banding (Sign Strapping)
Bench Grinder
Compressed Gas Safety
Confined Space
Cranes, Derricks and Hoists
Garbage Handling
Hot Work (Welding)

Lathe, Metal and Wood
Pallet Jacks
Powder-Actuated Tools
Power Press
Trenching and Excavation
Woodworking

Plumbing

Banding (Sign Strapping)
Bench Grinder
Confined Space
Garbage Handling
Gas Powered Generators

Hazardous Substances
Pallet Jacks
Powder-Actuated Tools
Power Press
Trenching and Excavation

Carpentry

Banding (Sign Strapping)
Bench Grinder
Chainsaws
Confined Space
Gas Powered Generators
Hot Work (Welding)
Lathe, Metal and Wood
Lift Gate

Pallet Jacks
Pavement Breaker
Post Installation
Powder-Actuated Tools
Power Press
Woodworking
Working Around or Over Water

Electrical

Chainsaws
Confined Space
Cranes, Derricks and Hoists
Gas Powered Generators
Hot Work (Welding)
Light Fixtures

Pallet Jacks
Powder-Actuated Tools
Power Press
Trenching and Excavation
Working Around or Over Water

Paint

Confined Space
Lift Gate

Painting Operations
Pallet Jacks

Cement

Banding (Sign Strapping)
Bench Grinder
Confined Space
Core Drill
Gas Powered Generator
Lift Gate
Pallet Jacks

Post Installation
Powder-Actuated Tools
Power Press
Trenching and Excavation
Wheelbarrows

Sheet Metal and Iron

Banding (Sign Strapping)
Bench Grinder
Compressed Gases
Confined Space
Cranes, Derricks and Hoists
Gas Powered Generators
Hot Work (Welding)

Lathe, Metal and Wood
Lift Gate
Pallet Jacks
Powder-Actuated Tools
Power Press
Sheetmetal Work

Labor

Banding (Sign Strapping)
Bench Grinder
Chainsaws
Chipping and Grinding
Confined Space
Forklifts
Garbage Handling
Gas Powered Generators
Lift Gates
Painting Operations

Pallet Jacks
Pavement Breaker
Poisonous Plants
Post Installation
Shoveling
Tree Planting
Trenching and Excavation
Wheelbarrows

Roofing

Asphalt Roofing
Chainsaws
Compressed Gases
Confined Space
Cranes, Derricks and Hoists
Gas Powered Generators

Lift Gates
Painting Operations
Pavement Breaker
Ultraviolet
Hot Work (Welding)

Comprehensive Training Requirements by Risk Group

Urban Forestry

Classroom

- CPR and First Aid
- Cranes, Derricks and Hoists
- Defensive Driving
- Fire Extinguishers
- Gardener Body Mechanics

Safe Work Practices

Asbestos Hazard Awareness	Power Tools
Chainsaws	Powered Saws
Chippers and Grinders	Pruning
Compressed Gas Cylinders	Regulatory Agency Inquires and Permits (Supervisors only)
COVID - 19	Site Emergency Action Plan
Dog Safety	Stake Driver
Dump Trucks	Traffic Control
Electrical Safety	Tree Planting
Fall Protection	Tree Work
First Aid	Vehicle Operation
Fuel Safety	Walking and Working Surfaces
Hand Tools	
Hazardous Substances	
Hearing Conservation	
Housekeeping	
Infectious Materials	
Injury and Illness Reporting and Management	
Injury and Illness Prevention	
Insect or Arachnid Bites and Stings	
Ladders	
Lathes, Metal and Wood	
Lead	
Lift Gates	
Lifting, Body Mechanics and Ergonomics	
Lockout and Tagout	
Machine Operation	
Outdoor Environments	
Personal Protective Equipment	
Poisonous Plants	
Powder-Actuated Tools	