

WASTE HAULER SAFETY MANUAL

OSHA COMPLIANT

SAFE PEOPLE. SAFE OPERATIONS. SAFE COMMUNITIES.



PROTECT YOURSELF

Follow Safe Work Practices



PROTECT OTHERS

Look Out for Each Other



PROTECT OUR COMMUNITIES

Commit to Excellence



PROTECT OUR ENVIRONMENT

Sustainable Operations

BUILT ON SAFETY.
DRIVEN BY RESPONSIBILITY.



OUR PEOPLE



OUR SAFETY



OUR OPERATIONS



OUR ENVIRONMENT



OUR COMMUNITY

THIS MANUAL COMPLIES WITH OSHA REGULATIONS • 29 CFR 1910 & 1926



WASTE HAULER SAFETY MANUAL

OSHA • DOT/FMCSA • LOSS CONTROL

Company	Arrow Waste
Effective Date	[DATE]
Approved By	[NAME/TITLE]
Version	1.0

A practical safety-management framework for municipal solid-waste collection, roll-off, commercial front-load, rear-load, automated side-load, transfer-station, landfill-interface, fleet-maintenance, and administrative operations.

IMPORTANT: This model manual must be customized to the employer's actual hazards, equipment, state-plan requirements, contracts, emergency resources, and collective-bargaining obligations. A written manual alone does not establish compliance.

Document Control and Legal Notice

This manual is a general safety-program template and is not legal advice. OSHA does not certify private safety manuals as “OSHA compliant.” Compliance depends on actual implementation, hazard assessments, employee training, equipment condition, supervision, recordkeeping, and adherence to federal or applicable OSHA State Plan requirements. Requirements may vary by company size, activity, vehicle class, hazardous-material involvement, and jurisdiction.

Revision History

Version	Date	Change	Approved By
1.0	[DATE]	Initial issue	[NAME/TITLE]

Emergency Contacts

- **Emergency** **911**
- **Company Dispatch** **[NUMBER]**
- **Safety Director** **[NUMBER]**
- **Designated Clinic** **[NAME/NUMBER]**
- **Poison Control** **1-800-222-1222**
- **Spill Response Contractor** **[NAME/NUMBER]**

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SECTION I

Safety Leadership & Program Management

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CHAPTER 1

SAFETY POLICY AND MANAGEMENT COMMITMENT

SAFETY IS OUR CORE VALUE

Purpose

Establish visible leadership, employee participation, stop-work authority, and accountability for preventing injuries, vehicle crashes, environmental releases, and harm to the public.

Company Policy

1. No service goal, schedule, or customer demand takes priority over safety.
2. Every employee has authority and responsibility to stop work in good faith when an imminent or uncontrolled hazard exists.
3. Management will provide safe equipment, training, supervision, PPE, and resources.
4. Employees must follow procedures, report hazards and injuries promptly, and participate in training.

Required Procedures

Leadership Responsibilities

- Approve policies and resources.
- Review leading and lagging indicators monthly.
- Ensure corrective actions are closed.

Employee Responsibilities

- Use required PPE and seat belts.
- Do not bypass guards or safety devices.
- Report near misses, defects, exposures, and unsafe conditions immediately.

Expanded Compliance and Field Guidance

Management system

Leadership should assign safety responsibilities, provide resources, review hazards and corrective actions, and document employee participation. Stop-work authority should be implemented without retaliation for good-faith hazard reporting.

Hierarchy of controls

When hazards are identified, prioritize elimination, substitution and engineering controls before relying on administrative controls and PPE. PPE remains necessary where hazards cannot otherwise be adequately controlled.

Accountability

Supervisors should verify that rules are applied consistently, deficiencies are corrected, and production pressure does not override safe operating procedures.

How to Apply the Existing Policy and Procedures

No service goal, schedule, or customer demand takes priority over safety.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Every employee has authority and responsibility to stop work in good faith when an imminent or uncontrolled hazard exists.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Management will provide safe equipment, training, supervision, PPE, and resources.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Employees must follow procedures, report hazards and injuries promptly, and participate in training.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Approve policies and resources.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Review leading and lagging indicators monthly.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Ensure corrective actions are closed.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use required PPE and seat belts.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not bypass guards or safety devices.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Report near misses, defects, exposures, and unsafe conditions immediately.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Initial orientation and annual policy review.

Required Records

- Signed employee acknowledgment; management review minutes.

Key Regulatory References

OSH Act General Duty Clause, Section 5(a)(1). Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 2

OSHA COMPLIANCE AND RECORDKEEPING

SAFETY IS OUR CORE VALUE

Purpose

Define the company system for regulatory monitoring, injury and illness recordkeeping, severe-injury reporting, employee rights, and OSHA inspections.

Company Policy

1. Maintain OSHA Forms 300, 300A, and 301 when the establishment is covered.
2. Report a work-related fatality to OSHA within 8 hours and an in-patient hospitalization, amputation, or loss of an eye within 24 hours.
3. Post the certified 300A from February 1 through April 30 when required.
4. Prohibit retaliation against employees who raise safety concerns or exercise protected rights.

Required Procedures

OSHA Inspection Protocol

- Notify senior management and the safety director.
- Verify credentials, define the inspection scope, and designate an escort.
- Provide truthful information and preserve requested records.
- Correct imminent hazards immediately without concealing conditions.

Recordability Review

- Evaluate work relationship, recording criteria, and special cases.
- Enter recordable cases within seven calendar days when required.
- Protect privacy-case information.

Expanded Compliance and Field Guidance

Recordability

Under 29 CFR 1904.7, a work-related case is generally recordable when it results in death, days away, restricted work/job transfer, medical treatment beyond first aid, loss of consciousness, or a significant diagnosed injury or illness.

Severe-event reporting

All employers covered by federal OSHA reporting rules must report a work-related fatality within 8 hours and an in-patient hospitalization, amputation, or loss of an eye within 24 hours. State-plan procedures should also be checked.

Posting and privacy

Covered establishments should maintain required OSHA records, protect privacy cases, certify/post the 300A when applicable, and retain supporting documentation according to the rule.

How to Apply the Existing Policy and Procedures

Maintain OSHA Forms 300, 300A, and 301 when the establishment is covered.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Report a work-related fatality to OSHA within 8 hours and an in-patient hospitalization, amputation, or loss of an eye within 24 hours.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Post the certified 300A from February 1 through April 30 when required.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Prohibit retaliation against employees who raise safety concerns or exercise protected rights.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Notify senior management and the safety director.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verify credentials, define the inspection scope, and designate an escort.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Provide truthful information and preserve requested records.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Correct imminent hazards immediately without concealing conditions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Evaluate work relationship, recording criteria, and special cases.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Enter recordable cases within seven calendar days when required.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR Part 1904 - Recordkeeping](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1904.7 - General recording criteria](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA - Report a Fatality or Severe Injury](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Recordkeeping personnel training; supervisor incident-reporting training.

Required Records

- 300 Log; 300A Summary; 301 or equivalent; severe-injury reports; posting certification; electronic-submission records when applicable.

Key Regulatory References

29 CFR Part 1904. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 3

HAZARD IDENTIFICATION AND JOB SAFETY ANALYSIS

SAFETY IS OUR CORE VALUE

Purpose

Use a repeatable process to identify hazards before work begins and when equipment, routes, or conditions change.

Company Policy

1. Conduct documented hazard assessments for operations and PPE.
2. Use Job Safety Analyses for high-risk and non-routine tasks.
3. Apply the hierarchy of controls: elimination, substitution, engineering, administrative controls, then PPE.

Required Procedures

JSA Process

- Select the task and involve employees who perform it.
- Break the task into steps.
- Identify struck-by, caught-between, fall, exposure, traffic, ergonomic, and environmental hazards.
- Assign controls, responsible persons, and review dates.

Management of Change

- Review new trucks, containers, chemicals, routes, facilities, and processes before use.

Expanded Compliance and Field Guidance

Hazard assessment

OSHA 1910.132(d) requires employers to assess the workplace for hazards that require PPE, select protective equipment, communicate the selection, ensure proper fit, and verify the assessment with written certification.

JSA method

For each task, identify steps, credible failure modes and exposures, then assign controls using the hierarchy of controls. Revisit the analysis after incidents, equipment changes, route changes, or new hazards.

Change management

New trucks, lifting systems, chemicals, containers, routes and facilities should be reviewed before use so that training, PPE, guarding, traffic controls and emergency procedures are updated before exposure.

How to Apply the Existing Policy and Procedures

Conduct documented hazard assessments for operations and PPE.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use Job Safety Analyses for high-risk and non-routine tasks.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Apply the hierarchy of controls: elimination, substitution, engineering, administrative controls, then PPE.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Select the task and involve employees who perform it.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Break the task into steps.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Identify struck-by, caught-between, fall, exposure, traffic, ergonomic, and environmental hazards.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Assign controls, responsible persons, and review dates.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Review new trucks, containers, chemicals, routes, facilities, and processes before use.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- JSA participation and hazard-recognition training.

Required Records

- Hazard assessments; JSAs; management-of-change reviews.

Key Regulatory References

29 CFR 1910.132(d). Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 4

EMPLOYEE TRAINING AND SAFETY COMMUNICATION

SAFETY IS OUR CORE VALUE

Purpose

Ensure employees understand hazards, safe procedures, emergency actions, and their responsibilities before exposure.

Company Policy

- Training must be understandable to the employee and delivered in a language and vocabulary the employee can comprehend.
- Employees may perform regulated or specialized tasks only after required training and authorization.
- Retraining is required when knowledge, performance, equipment, procedures, or hazards change.

Required Procedures

Minimum Orientation

- Company rules and stop-work authority.
- PPE, traffic exposure, backing, mounting/dismounting, prohibited waste, incident reporting, emergency contacts, and heat illness prevention.

Toolbox Talks

- Conduct brief, documented talks addressing current route, weather, equipment, and incident trends.

Expanded Compliance and Field Guidance

Training content

Training should cover the hazards employees actually face, required controls, emergency actions, reporting expectations, and task-specific procedures. Regulatory training must be delivered in a manner employees can understand.

Competency

Attendance alone is not proof of competency. Use demonstrations, practical evaluations, observations, quizzes or supervised performance for higher-risk tasks.

Retraining triggers

Retrain when procedures or equipment change, when new hazards are introduced, when an employee demonstrates inadequate knowledge, or when an incident/observation shows the procedure is not being followed.

How to Apply the Existing Policy and Procedures

Training must be understandable to the employee and delivered in a language and vocabulary the employee can comprehend.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Employees may perform regulated or specialized tasks only after required training and authorization.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Retraining is required when knowledge, performance, equipment, procedures, or hazards change.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Company rules and stop-work authority.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

PPE, traffic exposure, backing, mounting/dismounting, prohibited waste, incident reporting, emergency contacts, and heat illness prevention.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Conduct brief, documented talks addressing current route, weather, equipment, and incident trends.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.1200 - Hazard Communication](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- New-hire, task-specific, refresher, and annual training as applicable.

Required Records

- Attendance sheets; competency evaluations; licenses and certifications.

Key Regulatory References

29 CFR 1910.1200(h) and task-specific standards. Applicability must be confirmed for each operation and jurisdiction.

SECTION II

Worker Health, PPE & Hazard Controls

Chapters 5-11

CHAPTER 5

PERSONAL PROTECTIVE EQUIPMENT

SAFETY IS OUR CORE VALUE

Purpose

Select, provide, use, inspect, and maintain PPE based on documented hazard assessments.

Company Policy

- Company-required PPE is provided as required by law.
- Minimum field PPE: high-visibility garment, safety footwear, work gloves, and eye protection appropriate to exposure.
- Hearing, face, head, chemical, cut-resistant, or respiratory protection is required when the assessment identifies the need.
- Defective or contaminated PPE must be removed from service.

Required Procedures

Selection and Use

- Match glove material to sharps, abrasion, chemical, and heat hazards.
- Use ANSI/ISEA-compliant high-visibility garments selected for traffic conditions.
- Do not wear loose items near moving machinery.

Care

- Inspect before use; clean and store to prevent damage and contamination.

Expanded Compliance and Field Guidance

Assessment and selection

PPE selection must be based on the workplace hazard assessment. OSHA 1910.132 requires appropriate design, fit, use and maintenance; task-specific standards may add eye, face, head, foot, hand, hearing or respiratory requirements.

High-visibility and traffic

For refuse collection near traffic, high-visibility apparel should be selected for roadway exposure and kept clean enough to remain conspicuous. It supplements, but does not replace, route planning and traffic controls.

Inspection and replacement

Employees should inspect PPE before use. Damaged, contaminated, poorly fitting or degraded equipment should be removed from service and replaced before the employee is exposed.

How to Apply the Existing Policy and Procedures

Company-required PPE is provided as required by law.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Minimum field PPE: high-visibility garment, safety footwear, work gloves, and eye protection appropriate to exposure.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Hearing, face, head, chemical, cut-resistant, or respiratory protection is required when the assessment identifies the need.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Defective or contaminated PPE must be removed from service.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Match glove material to sharps, abrasion, chemical, and heat hazards.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use ANSI/ISEA-compliant high-visibility garments selected for traffic conditions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not wear loose items near moving machinery.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Inspect before use; clean and store to prevent damage and contamination.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- PPE selection, limitations, donning, inspection, and disposal.

Required Records

- PPE assessment certification; issue and training records.

Key Regulatory References

29 CFR 1910.132, .133, .135, .136, .138; 1910.95; 1910.134. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 6

HAZARD COMMUNICATION

SAFETY IS OUR CORE VALUE

Purpose

Control employee exposure to workplace chemicals such as diesel fuel, hydraulic fluid, cleaners, solvents, battery electrolyte, paints, and shop chemicals.

Company Policy

- Maintain a written Hazard Communication Program, current chemical inventory, accessible Safety Data Sheets, and compliant labels.
- Do not use unlabeled secondary containers except immediate-use containers under employee control.
- Employees must not mix chemicals unless an approved procedure permits it.

Required Procedures

Chemical Approval

- Safety reviews SDS, storage compatibility, PPE, ventilation, and disposal before purchase.

Spill Response

- Stop work, protect the area, eliminate ignition sources if safe, notify supervision, and use only trained responders within their level of competence.

Expanded Compliance and Field Guidance

Written program

OSHA 1910.1200 requires covered employers to maintain a written hazard communication program, labels and warnings, safety data sheets, and employee information and training for hazardous chemicals in the workplace.

SDS and labels

SDSs must be readily accessible during the work shift. Incoming labels should not be removed or defaced, and workplace/secondary containers must be labeled unless a specific exception applies.

Chemical introduction

Before a new chemical is introduced, review its SDS for health/physical hazards, incompatibilities, storage, ventilation, PPE, spill response and disposal needs, then train affected employees on the new hazard.

How to Apply the Existing Policy and Procedures

Maintain a written Hazard Communication Program, current chemical inventory, accessible Safety Data Sheets, and compliant labels.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not use unlabeled secondary containers except immediate-use containers under employee control.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Employees must not mix chemicals unless an approved procedure permits it.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Safety reviews SDS, storage compatibility, PPE, ventilation, and disposal before purchase.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Stop work, protect the area, eliminate ignition sources if safe, notify supervision, and use only trained responders within their level of competence.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.1200 - Hazard Communication](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Initial and new-hazard HazCom training.

Required Records

- Chemical inventory; SDS library; training and spill records.

Key Regulatory References

29 CFR 1910.1200. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 7

BLOODBORNE PATHOGENS, SHARPS AND SANITATION

SAFETY IS OUR CORE VALUE

Purpose

Protect workers from discarded sharps, blood, bodily fluids, infectious materials, and poor sanitation.

Company Policy

- Never reach blindly into bags, containers, hoppers, or compacted waste.
- Use tools rather than hands to move suspected sharps.
- Treat needlesticks and mucous-membrane exposures as urgent events requiring immediate washing, reporting, and medical evaluation.
- Provide potable water, handwashing or approved alternatives, and sanitary facilities.

Required Procedures

Exposure Response

- Wash skin with soap and water; flush eyes or mucous membranes with water.
- Notify supervision immediately and obtain confidential medical evaluation.
- Preserve the item only when it can be done safely and lawfully.

Sharps Handling

- Do not recap, bend, or hand-carry loose sharps. Use puncture-resistant containers.

Expanded Compliance and Field Guidance

Sharps exposure

Where occupational exposure to blood or other potentially infectious materials is reasonably anticipated, OSHA 1910.1030 requires an exposure-control approach that includes engineering/work-practice controls, PPE, training, post-exposure evaluation and recordkeeping.

Field handling

Workers should never reach blindly into waste. Suspected sharps should be handled with tools and placed in suitable puncture-resistant containers rather than recapped, bent or hand-carried.

Post-exposure response

After a needlestick or splash, wash/flush the affected area promptly, report immediately, and obtain confidential medical evaluation and follow-up under the employer exposure-control procedure.

How to Apply the Existing Policy and Procedures

Never reach blindly into bags, containers, hoppers, or compacted waste.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Use tools rather than hands to move suspected sharps.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Treat needlesticks and mucous-membrane exposures as urgent events requiring immediate washing, reporting, and medical evaluation.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Provide potable water, handwashing or approved alternatives, and sanitary facilities.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Wash skin with soap and water; flush eyes or mucous membranes with water.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Notify supervision immediately and obtain confidential medical evaluation.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Preserve the item only when it can be done safely and lawfully.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not recap, bend, or hand-carry loose sharps. Use puncture-resistant containers.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA - Bloodborne Pathogens and Needlestick Prevention](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1910.141 - Sanitation](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Sharps awareness; exposure-control procedures for occupationally exposed employees.

Required Records

- Exposure reports; medical and training records where applicable.

Key Regulatory References

29 CFR 1910.1030 when occupational exposure exists; 1910.141. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 8

RESPIRATORY PROTECTION AND AIRBORNE HAZARDS

SAFETY IS OUR CORE VALUE

Purpose

Prevent harmful inhalation of dusts, fumes, vapors, bioaerosols, smoke, and decomposition gases.

Company Policy

- Use engineering and work-practice controls before respirators.
- Employees may not use tight-fitting respirators for required protection without medical evaluation, fit testing, training, and a written program.
- Voluntary respirator use must meet applicable Appendix D requirements.
- Never enter tanks, pits, containers, or confined spaces without authorization and evaluation.

Required Procedures

Exposure Assessment

- Evaluate dusty tipping floors, fire scenes, chemical releases, welding, grinding, and enclosed spaces.

Confined Space Awareness

- Treat compactors, pits, tanks, and enclosed containers as potential confined spaces; prevent unauthorized entry.

Expanded Compliance and Field Guidance

Respirator program

When respirators are required, OSHA 1910.134 generally requires a written respiratory protection program, medical evaluation before required use, fit testing for tight-fitting respirators, training, maintenance and program evaluation.

Control priority

Use feasible engineering and work-practice controls before respirators where required by the standard. Respirators should be selected based on the contaminant, concentration, work conditions and assigned protection needed.

Unknown atmospheres

Employees should not enter pits, tanks, compactors, containers or other potentially confined spaces without a hazard evaluation and authorization. Unknown or potentially IDLH atmospheres require specialized controls and trained responders.

How to Apply the Existing Policy and Procedures

Use engineering and work-practice controls before respirators.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Employees may not use tight-fitting respirators for required protection without medical evaluation, fit testing, training, and a written program.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Voluntary respirator use must meet applicable Appendix D requirements.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Never enter tanks, pits, containers, or confined spaces without authorization and evaluation.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Evaluate dusty tipping floors, fire scenes, chemical releases, welding, grinding, and enclosed spaces.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Treat compactors, pits, tanks, and enclosed containers as potential confined spaces; prevent unauthorized entry.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.134 - Respiratory protection](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Respirator and confined-space training when applicable.

Required Records

- Exposure assessments; written program; fit tests; medical clearances.

Key Regulatory References

29 CFR 1910.134; 1910.146; substance-specific standards. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 9

HEAT, COLD AND SEVERE WEATHER

SAFETY IS OUR CORE VALUE

Purpose

Reduce heat illness, cold stress, lightning, high-wind, flooding, hurricane, and severe-weather risk.

Company Policy

- Provide water, rest, shade/cooling, acclimatization, and emergency response based on heat conditions and workload.
- Employees must report heat symptoms immediately; suspected heat stroke requires emergency medical services and rapid cooling.
- Suspend operations when lightning, wind, flooding, visibility, or road conditions create unacceptable risk.

Required Procedures

Heat Program

- Acclimatize new and returning workers gradually.
- Use buddy monitoring and more frequent breaks during high heat.
- Never leave an ill worker alone.

Severe Weather

- Monitor official alerts; define shutdown and shelter criteria; avoid downed lines and flooded roadways.

Expanded Compliance and Field Guidance

Heat prevention

OSHA guidance emphasizes water, rest and shade/cooling, emergency planning, training, acclimatization and monitoring. New or returning workers should be given time to build heat tolerance.

Recognition and response

Heat stroke is a medical emergency. Confusion, loss of consciousness, seizures or other severe symptoms warrant emergency medical services and rapid cooling while help is on the way.

Weather operations

Lightning, flooding, high winds, poor visibility and extreme temperatures should be incorporated into dispatch and stop-work criteria, with supervisors authorized to delay or suspend unsafe work.

How to Apply the Existing Policy and Procedures

Provide water, rest, shade/cooling, acclimatization, and emergency response based on heat conditions and workload.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Employees must report heat symptoms immediately; suspected heat stroke requires emergency medical services and rapid cooling.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Suspend operations when lightning, wind, flooding, visibility, or road conditions create unacceptable risk.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Acclimatize new and returning workers gradually.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use buddy monitoring and more frequent breaks during high heat.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Never leave an ill worker alone.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Monitor official alerts; define shutdown and shelter criteria; avoid downed lines and flooded roadways.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[*OSHA - Heat Illness Prevention*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Annual seasonal training before hot and cold seasons.

Required Records

- Heat-plan reviews; weather shutdowns; incident reports.

Key Regulatory References

OSH Act General Duty Clause; OSHA heat and cold guidance. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 10

ERGONOMICS AND MATERIAL HANDLING

SAFETY IS OUR CORE VALUE

Purpose

Prevent strains, sprains, crush injuries, and overexertion during lifting, pulling, pushing, and container handling.

Company Policy

- Use carts, lifters, winches, liftgates, team lifting, and mechanical assistance whenever feasible.
- Do not manually handle loads that are unstable, excessively heavy, leaking, or contain unknown hazards.
- Keep loads close, avoid twisting, and use stable footing.

Required Procedures

Cart and Bag Handling

- Inspect route path; test load before lifting; avoid sudden jerks.
- Use two-person handling or mechanical aids for bulky items.

Repetition Controls

- Rotate tasks where feasible and report early discomfort.

Expanded Compliance and Field Guidance

Mechanical assistance

Use carts, lifters, winches, liftgates and team handling to reduce force and awkward postures. Avoid manually handling unstable, leaking or unknown loads.

Task design

Reduce repeated twisting, long reaches and sudden pulling. Position containers and equipment to keep loads close to the body and provide stable footing.

Early reporting

Encourage early reporting of discomfort so work methods, equipment or assignment can be reviewed before symptoms progress to a more serious injury.

How to Apply the Existing Policy and Procedures

Use carts, lifters, winches, liftgates, team lifting, and mechanical assistance whenever feasible.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not manually handle loads that are unstable, excessively heavy, leaking, or contain unknown hazards.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Keep loads close, avoid twisting, and use stable footing.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Inspect route path; test load before lifting; avoid sudden jerks.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use two-person handling or mechanical aids for bulky items.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Rotate tasks where feasible and report early discomfort.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Safe lifting, cart handling, and ergonomic hazard recognition.

Required Records

- Ergonomic assessments; early-reporting and corrective-action records.

Key Regulatory References

OSH Act General Duty Clause. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 11

SLIPS, TRIPS, FALLS AND THREE-POINT CONTACT

SAFETY IS OUR CORE VALUE

Purpose

Prevent falls from trucks, steps, platforms, ladders, docks, and uneven route surfaces.

Company Policy

- Maintain three points of contact when entering or exiting vehicles.
- Face the vehicle when climbing; never jump from the cab or ride step.
- Keep steps, grab handles, floors, and walking surfaces clean and in good repair.
- Use only approved access points.

Required Procedures

Mounting and Dismounting

- Stop fully before mounting or dismounting.
- Check traffic and ground conditions before stepping down.

Walking Surfaces

- Correct spills, potholes, damaged steps, and inadequate lighting promptly.

Expanded Compliance and Field Guidance

Walking-working surfaces

OSHA Subpart D requires walking-working surfaces to be maintained in a clean, orderly and sanitary condition and addresses fall hazards, ladders, stairs and fall protection.

Vehicle access

Use designed steps and handholds, face the vehicle, and maintain three points of contact. Do not jump from cabs or steps, and check traffic/ground conditions before stepping down.

Housekeeping

Mud, grease, ice, loose debris and damaged steps can create immediate fall hazards. Defects should be corrected or the access point/equipment taken out of service until safe.

How to Apply the Existing Policy and Procedures

Maintain three points of contact when entering or exiting vehicles.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Face the vehicle when climbing; never jump from the cab or ride step.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Keep steps, grab handles, floors, and walking surfaces clean and in good repair.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use only approved access points.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stop fully before mounting or dismounting.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Check traffic and ground conditions before stepping down.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Correct spills, potholes, damaged steps, and inadequate lighting promptly.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910 Subpart D - Walking-Working Surfaces](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Three-point contact and fall prevention.

Required Records

- Inspection and defect reports.

Key Regulatory References

29 CFR 1910 Subpart D. Applicability must be confirmed for each operation and jurisdiction.

SECTION III

Fleet & Roadway Safety

Chapters 12-17

CHAPTER 12

FLEET SAFETY AND DRIVER QUALIFICATION

SAFETY IS OUR CORE VALUE

Purpose

Establish driver qualification, fitness-for-duty, vehicle authorization, and fleet risk controls.

Company Policy

- Only licensed, qualified, medically eligible, trained, and company-authorized drivers may operate vehicles.
- Seat belts are mandatory for all occupants.
- Drivers must report license status changes, medication or conditions that could impair driving, citations, crashes, and vehicle defects.
- DOT/FMCSA requirements apply when vehicles and operations meet jurisdictional thresholds.

Required Procedures

Qualification File

- Application, license verification, motor vehicle record, road test or equivalent, medical certification where required, and training records.

Fitness for Duty

- Prohibit alcohol, illegal drugs, impairment, fatigue, and unsafe medication use. Follow applicable DOT drug and alcohol rules.

Expanded Compliance and Field Guidance

Driver authorization

Drivers should be authorized only after license, qualification, medical and company requirements applicable to the vehicle and operation are satisfied.

Fitness for duty

Policies should address fatigue, alcohol, controlled substances, medications and other conditions that can impair safe driving, while respecting applicable employment and disability laws.

Qualification files

Where FMCSA Part 391 applies, maintain the required driver qualification documentation and recurring reviews. Applicability depends on vehicle, operation and jurisdiction.

How to Apply the Existing Policy and Procedures

Only licensed, qualified, medically eligible, trained, and company-authorized drivers may operate vehicles.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Seat belts are mandatory for all occupants.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Drivers must report license status changes, medication or conditions that could impair driving, citations, crashes, and vehicle defects.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

DOT/FMCSA requirements apply when vehicles and operations meet jurisdictional thresholds.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Application, license verification, motor vehicle record, road test or equivalent, medical certification where required, and training records.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Prohibit alcohol, illegal drugs, impairment, fatigue, and unsafe medication use. Follow applicable DOT drug and alcohol rules.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[FMCSA Regulations](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Vehicle-specific training; road evaluation; recurring MVR review.

Required Records

- Driver qualification and vehicle authorization files.

Key Regulatory References

49 CFR Parts 382, 383, 391, 392, 395, 396 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 13

PRE-TRIP, POST-TRIP AND VEHICLE DEFECTS

SAFETY IS OUR CORE VALUE

Purpose

Identify vehicle and body defects before they cause crashes, spills, fires, or employee injuries.

Company Policy

- Drivers must complete required pre-trip and post-trip inspections.
- Do not operate a vehicle with an out-of-service or safety-critical defect.
- Report defects immediately and document repair certification as required.

Required Procedures

Inspection Points

- Brakes, steering, tires, wheels, lights, mirrors, cameras, alarms, horn, windshield, fluids, leaks, fire extinguisher, steps, handholds, body, tailgate, forks, arms, hoist, cable, hydraulics, tarps, and safety interlocks.

Defect Escalation

- Secure vehicle, notify dispatch/maintenance, and obtain release before return to service.

Expanded Compliance and Field Guidance

Systematic maintenance

FMCSA Part 396 requires covered motor carriers to systematically inspect, repair and maintain CMVs under their control and keep parts and accessories in safe and proper operating condition.

Driver inspection

Pre-trip and post-trip processes should focus on safety-critical items such as brakes, steering, tires/wheels, lighting, visibility, emergency equipment and refuse-body systems.

Defect control

Safety-critical defects should trigger immediate removal from service or other action required by law/company policy. Repair and release-to-service decisions should be documented.

How to Apply the Existing Policy and Procedures

Drivers must complete required pre-trip and post-trip inspections.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not operate a vehicle with an out-of-service or safety-critical defect.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Report defects immediately and document repair certification as required.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Brakes, steering, tires, wheels, lights, mirrors, cameras, alarms, horn, windshield, fluids, leaks, fire extinguisher, steps, handholds, body, tailgate, forks, arms, hoist, cable, hydraulics, tarps, and safety interlocks.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Secure vehicle, notify dispatch/maintenance, and obtain release before return to service.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[FMCSA Safety Planner - Inspection, Repair, and Maintenance \(49 CFR Part 396\)](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[FMCSA Safety Planner - Parts and Accessories Needed for Safe Operation \(49 CFR Part 393\)](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Inspection procedures and defect recognition.

Required Records

- DVIRs; repair orders; annual inspection and preventive-maintenance records.

Key Regulatory References

49 CFR 396 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 14

DEFENSIVE DRIVING AND DISTRACTED DRIVING

SAFETY IS OUR CORE VALUE

Purpose

Reduce preventable crashes through defensive-driving standards and strict distraction controls.

Company Policy

- No texting or hand-held mobile-device use while driving.
- Hands-free use is limited and must not interfere with safe operation; company policy may prohibit all calls while moving.
- Drivers must maintain safe speed and following distance and adjust for weather, traffic, load, visibility, and stopping distance.

Required Procedures

Safe Driving

- Scan well ahead, maintain escape space, anticipate vulnerable road users, and avoid aggressive driving.

Distraction

- Program navigation and route devices while parked; do not eat, read, reach, or perform paperwork while moving.

Expanded Compliance and Field Guidance

Distraction

FMCSA rules restrict texting and hand-held mobile telephone use for covered CMV drivers. Company policy may be more restrictive and should address navigation, paperwork, eating and other attention-diverting activities.

Space and speed

Drivers should adjust speed and following distance for vehicle weight, stopping distance, weather, visibility, road surface, traffic and vulnerable road users.

Coaching

Use road observations, telematics and event review to coach specific behaviors. Remedial training should target the causal behavior rather than rely on generic retraining.

How to Apply the Existing Policy and Procedures

No texting or hand-held mobile-device use while driving.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Hands-free use is limited and must not interfere with safe operation; company policy may prohibit all calls while moving.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Drivers must maintain safe speed and following distance and adjust for weather, traffic, load, visibility, and stopping distance.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Scan well ahead, maintain escape space, anticipate vulnerable road users, and avoid aggressive driving.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Program navigation and route devices while parked; do not eat, read, reach, or perform paperwork while moving.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[FMCSA Regulations](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Initial and annual defensive-driving training; remedial training after preventable events.

Required Records

- Road observations; telematics reviews; coaching records.

Key Regulatory References

49 CFR 392.80 and 392.82; applicable traffic laws. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 15

BACKING, SPOTTERS AND CAMERA SYSTEMS

SAFETY IS OUR CORE VALUE

Purpose

Eliminate unnecessary backing and control backing that cannot be avoided.

Company Policy

- Plan routes and service locations to minimize backing.
- Get out and look before backing when the area is uncertain.
- Use a trained spotter when available and conditions permit. Stop immediately if visual contact is lost.
- Cameras, alarms, sensors, and spotters supplement rather than replace driver responsibility.

Required Procedures

Spotter Signals

- Agree on signals before movement. Spotter remains visible, clear of the path, and never stands behind or between the truck and an object.

Backing Sequence

- Secure cab, inspect path, activate warnings, back slowly, continuously scan, and stop for any uncertainty.

Expanded Compliance and Field Guidance

Backing risk

NIOSH identifies refuse-truck struck-by hazards as a serious risk and recommends reducing worker exposure around moving trucks. Routes and service sites should be designed to eliminate or minimize backing wherever feasible.

Spotter protocol

When a spotter is used, agree on signals before movement, keep the spotter visible and outside the vehicle path, and stop immediately if visual contact is lost.

Technology limits

Cameras, alarms and sensors improve awareness but do not eliminate blind areas or driver responsibility. Drivers should stop and get out to look when the path is uncertain.

How to Apply the Existing Policy and Procedures

Plan routes and service locations to minimize backing.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Get out and look before backing when the area is uncertain.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use a trained spotter when available and conditions permit. Stop immediately if visual contact is lost.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Cameras, alarms, sensors, and spotters supplement rather than replace driver responsibility.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Agree on signals before movement. Spotter remains visible, clear of the path, and never stands behind or between the truck and an object.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Secure cab, inspect path, activate warnings, back slowly, continuously scan, and stop for any uncertainty.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[*NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[*NIOSH 97-110 - Preventing Worker Injuries and Deaths From Moving Refuse Collection Vehicles*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Driver and spotter practical training.

Required Records

- Backing observations, event reviews, and corrective actions.

Key Regulatory References

OSH Act General Duty Clause; applicable FMCSRs and traffic laws. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 16

INTERSECTIONS, LEFT TURNS AND RAILROAD CROSSINGS

SAFETY IS OUR CORE VALUE

Purpose

Control high-severity intersection, left-turn, crossing, and railroad risks.

Company Policy

- Avoid hazardous left turns when reasonable route alternatives exist.
- Enter intersections only with adequate sight distance and clearance.
- Never race signals or assume other road users will yield.
- Comply with railroad-crossing requirements applicable to the vehicle and cargo.

Required Procedures

Left Turns

- Signal early, position correctly, scan mirrors and blind zones, yield to pedestrians/cyclists, and complete the turn at controlled speed.

Rail Crossings

- Approach prepared to stop; do not shift on tracks; ensure sufficient space beyond tracks.

Expanded Compliance and Field Guidance

Intersection approach

Approach intersections at a controlled speed with enough sight distance and stopping margin for the truck. Scan for pedestrians, cyclists and vehicles entering from hidden approaches.

Left turns

Signal early, position correctly, check mirrors/blind areas, yield as required, and avoid turns that cannot be completed without encroaching unsafely.

Rail crossings

Follow the railroad-crossing rules applicable to the vehicle/cargo. Never enter a crossing unless there is enough space to clear the tracks completely.

How to Apply the Existing Policy and Procedures

Avoid hazardous left turns when reasonable route alternatives exist.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Enter intersections only with adequate sight distance and clearance.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Never race signals or assume other road users will yield.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Comply with railroad-crossing requirements applicable to the vehicle and cargo.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Signal early, position correctly, scan mirrors and blind zones, yield to pedestrians/cyclists, and complete the turn at controlled speed.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Approach prepared to stop; do not shift on tracks; ensure sufficient space beyond tracks.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[FMCSA Regulations](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Intersection and route-risk training.

Required Records

- Route hazard assessments and driver observations.

Key Regulatory References

49 CFR 392 and state traffic laws. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 17

TRAFFIC EXPOSURE AND ROADSIDE COLLECTION

SAFETY IS OUR CORE VALUE

Purpose

Protect workers collecting waste adjacent to moving traffic, parked vehicles, driveways, and pedestrians.

Company Policy

- Wear required high-visibility apparel.
- Position the truck to provide protection without creating a greater hazard.
- Use warning lights, cones, and temporary traffic controls consistent with law, company procedures, and site conditions.
- Never step into traffic without checking all directions.

Required Procedures

Collection Zone

- Stay on the protected side when feasible; maintain communication between driver and helper.
- Watch for doors opening, vehicles passing on the right, bicycles, children, and reversing vehicles.

Night Work

- Use adequate lighting and reflective PPE; reduce speed and increase visibility controls.

Expanded Compliance and Field Guidance

Struck-by exposure

NIOSH identifies struck-by incidents involving refuse trucks and passing traffic as a major hazard. Reduce time employees spend exposed in live traffic and use vehicle positioning, visibility and communication controls.

Temporary traffic control

Cones, warning devices and work-zone practices should be consistent with applicable state/local requirements and the MUTCD when it applies.

Night/low visibility

Increase conspicuity, lighting, scanning distance and stopping margin during darkness, rain, fog or other low-visibility conditions.

How to Apply the Existing Policy and Procedures

Wear required high-visibility apparel.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Position the truck to provide protection without creating a greater hazard.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use warning lights, cones, and temporary traffic controls consistent with law, company procedures, and site conditions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Never step into traffic without checking all directions.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stay on the protected side when feasible; maintain communication between driver and helper.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Watch for doors opening, vehicles passing on the right, bicycles, children, and reversing vehicles.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use adequate lighting and reflective PPE; reduce speed and increase visibility controls.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[*NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[*FHWA - Manual on Uniform Traffic Control Devices*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Traffic exposure and temporary traffic-control awareness.

Required Records

- Route assessments; roadside incident records.

Key Regulatory References

29 CFR 1910.132; MUTCD and state/local requirements as applicable. Applicability must be confirmed for each operation and jurisdiction.

SECTION IV

Collection & Container Operations

Chapters 18-22

CHAPTER 18

REAR-LOADER COLLECTION OPERATIONS

SAFETY IS OUR CORE VALUE

Purpose

Define safe rear-loader collection, loading, compaction, tailgate, and helper practices.

Company Policy

- Keep workers clear of the hopper, packing mechanism, pinch points, and tailgate.
- Never reach into the hopper or climb onto waste.
- Use controls only from approved positions with a clear view.
- Stop and isolate equipment before jam clearing, cleaning, inspection, or maintenance.

Required Procedures

Collection Cycle

- Truck stops fully; helpers verify traffic; load from safe positions; operator confirms clear zone before cycling.

Bulky Items

- Use mechanical assistance or approved procedures; reject items that cannot be handled safely.

Expanded Compliance and Field Guidance

Hopper and packer zone

Keep employees out of the hopper, packer sweep and pinch-point zones during cycling. Controls should be operated only from approved positions with a clear view of the danger zone.

Jam clearing

Clearing jams, cleaning or reaching into the body can expose workers to unexpected movement and stored energy; servicing tasks must use applicable hazardous-energy controls.

Helper coordination

The driver/operator should know helper location before movement or cycling. Establish signals and stop operations whenever helper location is uncertain.

How to Apply the Existing Policy and Procedures

Keep workers clear of the hopper, packing mechanism, pinch points, and tailgate.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Never reach into the hopper or climb onto waste.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Use controls only from approved positions with a clear view.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stop and isolate equipment before jam clearing, cleaning, inspection, or maintenance.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Truck stops fully; helpers verify traffic; load from safe positions; operator confirms clear zone before cycling.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use mechanical assistance or approved procedures; reject items that cannot be handled safely.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA Machine Guarding eTool - General Requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Equipment-specific hands-on training.

Required Records

- Authorization and competency records; inspection reports.

Key Regulatory References

29 CFR 1910.147, .212, .219 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 19

FRONT-LOADER COLLECTION OPERATIONS

SAFETY IS OUR CORE VALUE

Purpose

Control overhead, container, fork, hydraulic, visibility, and property hazards in commercial front-load operations.

Company Policy

- Survey for overhead power lines, roofs, signs, awnings, trees, pedestrians, and unstable surfaces before lifting.
- No person may stand beneath or near raised forks or containers.
- Center and secure the container; lift and lower smoothly.
- Lower equipment and isolate energy before inspection or clearing.

Required Procedures

Service Site

- Approach squarely, confirm clearance, control unauthorized persons, and verify container compatibility.

Overhead Lines

- Maintain required clearance and stop work when clearance cannot be assured.

Expanded Compliance and Field Guidance

Overhead hazards

Before lifting a front-load container, survey for electrical lines, structures, tree limbs and other overhead obstructions. Stop if required clearance cannot be assured.

Exclusion zone

No person should be under or adjacent to raised forks/containers. Keep bystanders out of the operating envelope and lower equipment before inspection.

Container engagement

Approach squarely, verify fork/container compatibility and condition, engage fully, lift smoothly and stop if the container shifts or behaves unexpectedly.

How to Apply the Existing Policy and Procedures

Survey for overhead power lines, roofs, signs, awnings, trees, pedestrians, and unstable surfaces before lifting.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

No person may stand beneath or near raised forks or containers.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Center and secure the container; lift and lower smoothly.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Lower equipment and isolate energy before inspection or clearing.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Approach squarely, confirm clearance, control unauthorized persons, and verify container compatibility.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Maintain required clearance and stop work when clearance cannot be assured.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA Machine Guarding eTool - General Requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Front-loader practical qualification.

Required Records

- Site hazard surveys; operator evaluations.

Key Regulatory References

29 CFR 1910.147 and .333; equipment manufacturer instructions. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 20

AUTOMATED SIDE-LOADER OPERATIONS

SAFETY IS OUR CORE VALUE

Purpose

Control automated arm, cart, pedestrian, traffic, and visibility hazards.

Company Policy

- Operate the arm only with a clear view of the cart and exclusion zone.
- Do not allow persons between the truck and cart or within the arm's operating envelope.
- Do not use the arm to move unauthorized objects.
- Stop and isolate equipment before leaving the cab to correct a problem near the arm.

Required Procedures

Cart Pickup

- Align vehicle, verify overhead and side clearance, secure the area, lift smoothly, and return cart upright without blocking travel.

Obstructions

- Do not strike mailboxes, wires, vehicles, or structures; reposition rather than overreach.

Expanded Compliance and Field Guidance

Arm envelope

The automated arm creates crush and struck-by zones. Operate only with a clear view and keep people outside the arm/container operating envelope.

Obstructions

Do not overreach around parked vehicles, mailboxes, poles or wires. Reposition the truck rather than using the arm beyond intended operating conditions.

Problem correction

If the operator must leave the cab to correct a cart or arm problem, secure the vehicle and isolate hazardous motion before entering the danger zone.

How to Apply the Existing Policy and Procedures

Operate the arm only with a clear view of the cart and exclusion zone.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not allow persons between the truck and cart or within the arm's operating envelope.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not use the arm to move unauthorized objects.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stop and isolate equipment before leaving the cab to correct a problem near the arm.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Align vehicle, verify overhead and side clearance, secure the area, lift smoothly, and return cart upright without blocking travel.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not strike mailboxes, wires, vehicles, or structures; reposition rather than overreach.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA Machine Guarding eTool - General Requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Vehicle-specific practical training.

Required Records

- Competency evaluation and route observation records.

Key Regulatory References

29 CFR 1910.147 and .212 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 21

ROLL-OFF AND CONTAINER OPERATIONS

SAFETY IS OUR CORE VALUE

Purpose

Prevent roll-off tip-over, struck-by, cable, hook, container, overhead, and load-securement incidents.

Company Policy

- Use only compatible, serviceable containers and hoist components.
- Set and retrieve containers on firm, level surfaces with adequate overhead and side clearance.
- Keep all persons outside the danger zone during loading, unloading, and cable or hook tension.
- Secure and tarp loads as required; do not transport overloaded, leaking, or unstable containers.

Required Procedures

Hoist Operation

- Inspect cable, hook, rails, locks, rollers, hydraulic system, and container. Align squarely and operate slowly.

Container Placement

- Assess slope, utilities, pavement strength, public access, drainage, and emergency access.

Expanded Compliance and Field Guidance

Site stability

Assess slope, pavement/ground strength, overhead clearance, utilities, public access and container condition before loading or unloading a roll-off.

Tension hazards

Keep workers and bystanders away from cables, hooks, winches and the container travel path while components are under tension.

Securement

Where FMCSA cargo-securement rules apply, containers and loads must be secured to prevent shifting, leaking, spilling, blowing or falling during transportation.

How to Apply the Existing Policy and Procedures

Use only compatible, serviceable containers and hoist components.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Set and retrieve containers on firm, level surfaces with adequate overhead and side clearance.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Keep all persons outside the danger zone during loading, unloading, and cable or hook tension.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Secure and tarp loads as required; do not transport overloaded, leaking, or unstable containers.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Inspect cable, hook, rails, locks, rollers, hydraulic system, and container. Align squarely and operate slowly.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Assess slope, utilities, pavement strength, public access, drainage, and emergency access.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[FMCSA Safety Planner - Parts and Accessories Needed for Safe Operation \(49 CFR Part 393\)](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Roll-off qualification and load-securement training.

Required Records

- Container/site assessments; inspection and maintenance records.

Key Regulatory References

49 CFR 393; 29 CFR 1910.147; manufacturer requirements. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 22

RIDE-STEP AND HELPER SAFETY

SAFETY IS OUR CORE VALUE

Purpose

Prevent falls and struck-by incidents involving helpers and exterior riding positions.

Company Policy

- Exterior riding is permitted only on manufacturer-designed, maintained ride steps and only under the company's written restrictions and applicable law.
- Never ride when backing, traveling at prohibited speeds or distances, crossing railroad tracks, on unsafe roads, or when conditions make riding hazardous.
- Maintain firm grip and stable stance; never carry items while riding.
- Driver must know helper location before movement.

Required Procedures

Mount/Dismount

- Vehicle must be fully stopped. Face the truck and use approved handholds and steps.

Communication

- Use agreed signals; stop movement whenever helper location is unknown.

Expanded Compliance and Field Guidance

Designed riding positions

NIOSH recommends riding only in the cab or on steps specifically designed for riding and following manufacturer/industry restrictions. Exterior riding should be limited by company rules and applicable law.

Movement restrictions

Never mount/dismount a moving vehicle. Prohibit exterior riding during backing and other conditions identified by manufacturer instructions, law or company risk assessment.

Driver-helper awareness

The driver must know where helpers are before moving. Use agreed communication and stop whenever a helper is not accounted for.

How to Apply the Existing Policy and Procedures

Exterior riding is permitted only on manufacturer-designed, maintained ride steps and only under the company's written restrictions and applicable law.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Never ride when backing, traveling at prohibited speeds or distances, crossing railroad tracks, on unsafe roads, or when conditions make riding hazardous.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Maintain firm grip and stable stance; never carry items while riding.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Driver must know helper location before movement.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Vehicle must be fully stopped. Face the truck and use approved handholds and steps.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Use agreed signals; stop movement whenever helper location is unknown.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[NIOSH 97-110 - Preventing Worker Injuries and Deaths From Moving Refuse Collection Vehicles](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Driver-helper team training and practical observation.

Required Records

- Ride-step inspection and training records.

Key Regulatory References

Manufacturer instructions; applicable state/local rules; OSH Act General Duty Clause. Applicability must be confirmed for each operation and jurisdiction.

SECTION V

Equipment, Energy & Maintenance Safety

Chapters 23-26

CHAPTER 23

HYDRAULICS, STORED ENERGY AND LOCKOUT/TAGOUT

SAFETY IS OUR CORE VALUE

Purpose

Prevent unexpected startup and release of hydraulic, pneumatic, electrical, mechanical, gravity, and stored energy.

Company Policy

- Authorized employees must apply lockout/tagout before servicing or maintenance where unexpected energization or stored energy could cause injury.
- Affected employees must not remove or bypass locks or tags.
- Raised bodies, tailgates, arms, forks, containers, and components must be lowered or mechanically blocked with approved devices.

Required Procedures

Energy-Control Sequence

- Notify affected employees; shut down; isolate; lock/tag; dissipate or restrain energy; verify zero-energy state; perform work; inspect; remove devices by authorized employee; notify and restart.

Group/Shift Work

- Use documented group and shift-change procedures.

Expanded Compliance and Field Guidance

Energy-control program

OSHA 1910.147 requires an energy-control program for covered servicing/maintenance where unexpected energization, startup or stored-energy release could injure employees.

Isolation sequence

Authorized employees must identify energy sources, shut down, isolate, apply lockout/tagout, control stored energy and verify isolation before work begins.

Stored/gravity energy

Raised bodies, tailgates, forks, arms and containers can move under gravity or hydraulic pressure. Lower them or use manufacturer-approved mechanical blocking before entering the hazard zone.

How to Apply the Existing Policy and Procedures

Authorized employees must apply lockout/tagout before servicing or maintenance where unexpected energization or stored energy could cause injury.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Affected employees must not remove or bypass locks or tags.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Raised bodies, tailgates, arms, forks, containers, and components must be lowered or mechanically blocked with approved devices.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Notify affected employees; shut down; isolate; lock/tag; dissipate or restrain energy; verify zero-energy state; perform work; inspect; remove devices by authorized employee; notify and restart.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Use documented group and shift-change procedures.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Authorized and affected employee training; annual procedure inspections.

Required Records

- Machine-specific procedures; annual inspections; training certifications.

Key Regulatory References

29 CFR 1910.147. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 24

MACHINE GUARDING, COMPACTORS AND JAM CLEARING

SAFETY IS OUR CORE VALUE

Purpose

Prevent contact with moving parts, compactors, packing mechanisms, conveyors, and pinch points.

Company Policy

- Guards and interlocks must remain installed and functional.
- Never bypass safety devices or use body parts to clear jams.
- Jam clearing, cleaning, and entry require shutdown and energy control.
- Portable compactors and customer equipment must not be serviced unless the company has authorized procedures and qualified personnel.

Required Procedures

Guard Inspection

- Inspect before operation; remove equipment from service when guards are missing or damaged.

Compactor Entry

- Treat entry as prohibited unless an evaluated, written procedure addresses LOTO and any confined-space hazards.

Expanded Compliance and Field Guidance

Guarding

OSHA 1910.212 requires guarding to protect employees from hazards such as ingoing nip points, rotating parts, flying chips and sparks. Guards and interlocks should remain installed and functional.

Jam clearing

Do not use hands, feet or improvised body positioning to clear jams. If the task requires entry into a danger zone, shut down and apply applicable energy-control procedures.

Interlocks

Never defeat or bypass an interlock for convenience. A failed or missing safeguard should trigger removal from service until repaired or an equivalent safe condition is established.

How to Apply the Existing Policy and Procedures

Guards and interlocks must remain installed and functional.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Never bypass safety devices or use body parts to clear jams.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Jam clearing, cleaning, and entry require shutdown and energy control.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Portable compactors and customer equipment must not be serviced unless the company has authorized procedures and qualified personnel.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Inspect before operation; remove equipment from service when guards are missing or damaged.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Treat entry as prohibited unless an evaluated, written procedure addresses LOTO and any confined-space hazards.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.212 - Machine guarding](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA Machine Guarding eTool - General Requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Machine guarding and equipment-specific safe operation.

Required Records

- Guard inspections, repairs, and LOTO records.

Key Regulatory References

29 CFR 1910.212, .219, .147, .146 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 25

SHOP, WELDING, TIRE AND BATTERY SAFETY

SAFETY IS OUR CORE VALUE

Purpose

Control maintenance-shop hazards including lifts, welding, grinding, tires, batteries, compressed gases, and tools.

Company Policy

- Only trained employees may perform specialized maintenance.
- Use rated stands and cribbing; never rely solely on hydraulic pressure or a jack.
- Inflate and service tires using manufacturer procedures and required restraining devices where applicable.
- Secure cylinders upright, separate incompatibles, and protect valves.

Required Procedures

Hot Work

- Permit hot work when required; remove combustibles; provide ventilation, PPE, fire watch, and post-work monitoring.

Batteries

- Provide eye/face protection, ventilation, spill neutralization, and emergency flushing where corrosive exposure exists.

Expanded Compliance and Field Guidance

Vehicle support

Never work under equipment supported only by hydraulic pressure or a jack. Use rated stands, cribbing or manufacturer-approved blocking on stable surfaces.

Hot work

Control ignition sources, combustibles, ventilation, fire watch and post-work monitoring for welding/cutting as required by applicable standards and company permits.

Batteries and tires

Battery work requires controls for corrosive electrolyte, electrical energy and gases; tire work requires trained personnel, proper inflation procedures and restraining devices where applicable.

How to Apply the Existing Policy and Procedures

Only trained employees may perform specialized maintenance.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Use rated stands and cribbing; never rely solely on hydraulic pressure or a jack.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Inflate and service tires using manufacturer procedures and required restraining devices where applicable.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Secure cylinders upright, separate incompatibles, and protect valves.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Permit hot work when required; remove combustibles; provide ventilation, PPE, fire watch, and post-work monitoring.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Provide eye/face protection, ventilation, spill neutralization, and emergency flushing where corrosive exposure exists.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Task-specific shop, welding, tire, and powered-tool training.

Required Records

- Inspection, hot-work, maintenance, and qualification records.

Key Regulatory References

29 CFR 1910 Subparts O, P, Q, and related standards. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 26

FUELING, FIRE PREVENTION AND LITHIUM-BATTERY FIRES

SAFETY IS OUR CORE VALUE

Purpose

Prevent fuel fires, equipment fires, hot-load events, compressed-cylinder explosions, and lithium-battery thermal runaway.

Company Policy

- Shut off engines and ignition sources during fueling unless an approved procedure requires otherwise.
- No smoking or open flames in fueling and battery-charging areas.
- Inspect extinguishers monthly and maintain them as required.
- Do not compact or handle smoking, burning, hissing, bulging, or suspected lithium-battery waste as ordinary waste.

Required Procedures

Hot Load

- Stop in a safe location, call emergency services and dispatch, isolate the area, and follow fire-department direction. Do not dump where people, structures, utilities, or environmental receptors are endangered.

Extinguisher Use

- Employees may use extinguishers only within training and company policy, with a safe escape route.

Expanded Compliance and Field Guidance

Fire prevention

Control ignition sources during fueling and battery charging, maintain housekeeping, and inspect extinguishers as required. OSHA 1910.157 governs extinguishers provided for employee use.

Extinguisher training

When extinguishers are provided for employee use, OSHA requires education on extinguisher principles and incipient-stage firefighting initially and at least annually; designated users require equipment-specific training.

Lithium batteries

Damaged lithium-ion batteries can enter thermal runaway. Suspected batteries should be isolated from normal compaction/handling and managed under emergency and waste procedures appropriate to the condition.

How to Apply the Existing Policy and Procedures

Shut off engines and ignition sources during fueling unless an approved procedure requires otherwise.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

No smoking or open flames in fueling and battery-charging areas.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Inspect extinguishers monthly and maintain them as required.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not compact or handle smoking, burning, hissing, bulging, or suspected lithium-battery waste as ordinary waste.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stop in a safe location, call emergency services and dispatch, isolate the area, and follow fire-department direction. Do not dump where people, structures, utilities, or environmental receptors are endangered.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Employees may use extinguishers only within training and company policy, with a safe escape route.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.157 - Portable fire extinguishers](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[EPA - Used Lithium-Ion Batteries](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Fire prevention, evacuation, and extinguisher training based on assigned duties.

Required Records

- Extinguisher inspections; fire and hot-load reports.

Key Regulatory References

29 CFR 1910.38, .39, .157; NFPA/manufacture guidance as applicable. Applicability must be confirmed for each operation and jurisdiction.

SECTION VI

Facility & Waste Hazard Operations

Chapters 27-28

CHAPTER 27

TRANSFER STATIONS, LANDFILLS AND TIPPING FLOORS

SAFETY IS OUR CORE VALUE

Purpose

Protect drivers and helpers from tipping-floor traffic, unstable edges, heavy equipment, spotters, dust, noise, and landfill terrain.

Company Policy

- Follow facility rules, traffic flow, PPE, speed limits, and spotter instructions.
- Maintain separation from loaders, dozers, compactors, and other trucks.
- Do not approach an unprotected edge or back beyond designated limits.
- Lower ride steps and secure occupants before travel on rough terrain.

Required Procedures

Tipping Floor

- Wait for direction; inspect for pedestrians and equipment; unload only in designated area; do not exit cab unless required and safe.

Landfill

- Use low gear and controlled speed; avoid soft shoulders, steep cross-slopes, and unstable surfaces.

Expanded Compliance and Field Guidance

Mobile equipment separation

Tipping floors and landfills combine trucks, loaders, dozers, pedestrians and unstable terrain. Follow facility traffic patterns, spotter instructions, speed limits and designated unloading locations.

Edges and terrain

Do not approach unprotected edges or soft shoulders beyond safe limits. Use controlled speed and avoid steep cross-slopes or unstable surfaces.

Cab exit

Remain in the cab during unloading when facility rules permit and exiting would expose the driver to mobile equipment or other hazards.

How to Apply the Existing Policy and Procedures

Follow facility rules, traffic flow, PPE, speed limits, and spotter instructions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Maintain separation from loaders, dozers, compactors, and other trucks.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not approach an unprotected edge or back beyond designated limits.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Lower ride steps and secure occupants before travel on rough terrain.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Wait for direction; inspect for pedestrians and equipment; unload only in designated area; do not exit cab unless required and safe.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Use low gear and controlled speed; avoid soft shoulders, steep cross-slopes, and unstable surfaces.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Site-specific orientation.

Required Records

- Facility rules, orientations, and incident reports.

Key Regulatory References

Host-facility rules; 29 CFR 1910 general industry standards. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 28

HAZARDOUS AND PROHIBITED WASTE RECOGNITION

SAFETY IS OUR CORE VALUE

Purpose

Recognize and safely reject or isolate hazardous, prohibited, incompatible, and suspicious wastes.

Company Policy

- Employees must not open, smell, touch, taste, mix, or intentionally compact unknown chemicals.
- Stop service and notify supervision for explosives, ammunition, cylinders, pesticides, corrosives, infectious waste, radioactive markings, hot ashes, liquid chemicals, batteries, or suspicious containers.
- Emergency response beyond incidental releases is limited to properly trained and equipped personnel.

Required Procedures

Recognition

- Look for labels, placards, odors, vapor, heat, swelling, leakage, dead vegetation, and unusual reactions.

Isolation

- Keep people away, move upwind when appropriate, avoid ignition sources, and call emergency services for immediate danger.

Expanded Compliance and Field Guidance

Recognition

Do not open, smell, taste or intentionally mix unknown materials. Warning signs include labels/placards, heat, swelling, vapor, leakage, unusual odors or reactions.

HazCom/HAZWOPER boundary

Hazard Communication covers employee information about hazardous workplace chemicals; emergency response to uncontrolled hazardous-substance releases can trigger HAZWOPER requirements and must be limited to personnel trained/equipped for their assigned role.

Lithium and prohibited waste

Batteries, cylinders, chemicals, hot ashes, explosives and other prohibited materials should be isolated/rejected under company procedures rather than compacted as ordinary waste.

How to Apply the Existing Policy and Procedures

Employees must not open, smell, touch, taste, mix, or intentionally compact unknown chemicals.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Stop service and notify supervision for explosives, ammunition, cylinders, pesticides, corrosives, infectious waste, radioactive markings, hot ashes, liquid chemicals, batteries, or suspicious containers.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Emergency response beyond incidental releases is limited to properly trained and equipped personnel.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Look for labels, placards, odors, vapor, heat, swelling, leakage, dead vegetation, and unusual reactions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Keep people away, move upwind when appropriate, avoid ignition sources, and call emergency services for immediate danger.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.1200 - Hazard Communication](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1910.120 - HAZWOPER](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[EPA - Used Lithium-Ion Batteries](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Prohibited-waste recognition and emergency notification.

Required Records

- Rejected-load, spill, and emergency-response reports.

Key Regulatory References

29 CFR 1910.1200; 1910.120 when applicable; DOT/EPA rules as applicable. Applicability must be confirmed for each operation and jurisdiction.

SECTION VII

Emergency, Environmental & Public Safety

Chapters 29-32

CHAPTER 29

EMERGENCY ACTION AND INCIDENT COMMAND

SAFETY IS OUR CORE VALUE

Purpose

Provide clear actions for fire, medical emergency, crash, severe weather, chemical release, violence, and utility contact.

Company Policy

- Maintain a written Emergency Action Plan for facilities where required.
- Employees must know alarms, reporting methods, evacuation routes, assembly points, and accountability procedures.
- Call 911 for life-threatening conditions, fire, uncontrolled hazardous release, or immediate public danger.

Required Procedures

Emergency Priorities

- Protect life; stop operations; call for help; control the area within training; provide first aid only when trained; preserve evidence after hazards are controlled.

Vehicle Crash

- Secure vehicle, warn traffic, call emergency services as needed, assist injured persons within training, notify company, and do not admit fault or alter evidence.

Expanded Compliance and Field Guidance

Emergency action plan

Where required, OSHA 1910.38 requires an emergency action plan covering reporting, evacuation, critical operations, accountability, rescue/medical duties and employee contacts.

Command and communications

Define who calls 911, who controls the scene, how dispatch is notified, where employees assemble and how accountability is performed.

Crash scene

Secure the vehicle and scene, warn traffic as appropriate, obtain emergency help, provide aid within training, preserve evidence and make required company/regulatory notifications.

How to Apply the Existing Policy and Procedures

Maintain a written Emergency Action Plan for facilities where required.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Employees must know alarms, reporting methods, evacuation routes, assembly points, and accountability procedures.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Call 911 for life-threatening conditions, fire, uncontrolled hazardous release, or immediate public danger.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Protect life; stop operations; call for help; control the area within training; provide first aid only when trained; preserve evidence after hazards are controlled.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Secure vehicle, warn traffic, call emergency services as needed, assist injured persons within training, notify company, and do not admit fault or alter evidence.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[*OSHA 29 CFR 1910.38 - Emergency action plans*](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Emergency plan review and drills; first aid/CPR for designated responders.

Required Records

- Drill records; emergency and after-action reports.

Key Regulatory References

29 CFR 1910.38; 1910.151; 49 CFR 392.22 as applicable. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 30

SPILL PREVENTION AND ENVIRONMENTAL RESPONSE

SAFETY IS OUR CORE VALUE

Purpose

Prevent and control releases of fuel, oil, hydraulic fluid, leachate, and chemicals.

Company Policy

- Inspect for leaks and maintain spill kits appropriate to anticipated incidental releases.
- Stop the source only when safe; protect drains and waterways; notify supervision and required agencies.
- Do not wash contaminants into storm drains or soil.

Required Procedures

Incidental Spill

- Park safely, isolate, identify material from a safe distance, use PPE, contain with absorbents, collect waste, and document disposal.

Major Release

- Evacuate or isolate, call emergency services or designated responders, and do not exceed training.

Expanded Compliance and Field Guidance

Incidental vs emergency response

Employees should respond only within their training and equipment. Uncontrolled releases requiring emergency response can fall under OSHA 1910.120 and should be handled by designated trained responders.

Environmental protection

Stop the source only if safe, protect drains and waterways, contain with compatible materials, and arrange proper recovery/disposal. Do not wash contaminants into soil or storm drains.

Reporting

Document material, estimated quantity, location, cause, containment, cleanup and notifications; determine whether federal, state or local environmental reporting thresholds apply.

How to Apply the Existing Policy and Procedures

Inspect for leaks and maintain spill kits appropriate to anticipated incidental releases.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Stop the source only when safe; protect drains and waterways; notify supervision and required agencies.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Do not wash contaminants into storm drains or soil.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Park safely, isolate, identify material from a safe distance, use PPE, contain with absorbents, collect waste, and document disposal.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Evacuate or isolate, call emergency services or designated responders, and do not exceed training.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.120 - HAZWOPER](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[EPA - Oil Spills Prevention and Preparedness Regulations](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Spill prevention and incidental-response training.

Required Records

- Spill inspections, reports, disposal manifests, and notifications.

Key Regulatory References

29 CFR 1910.120 and .1200 as applicable; EPA/state requirements. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 31

WORKPLACE VIOLENCE, ANIMALS AND PUBLIC INTERACTION

SAFETY IS OUR CORE VALUE

Purpose

Protect employees from threats, assaults, aggressive customers, dogs, wildlife, needles, and unsafe properties.

Company Policy

- Employees may leave or decline service when threatened or when animals or site conditions are uncontrolled.
- Do not argue, threaten, pursue, or physically confront members of the public.
- Report threats, weapons, stalking, and assaults immediately.

Required Procedures

De-escalation

- Maintain distance, use calm language, avoid blocking exits, return to the vehicle, and request law enforcement when needed.

Animals

- Remain in cab or retreat; do not enter yards with loose aggressive animals; document and notify dispatch.

Expanded Compliance and Field Guidance

Threat response

Employees should disengage from threatening encounters, maintain distance, return to a secure location and request law enforcement when needed rather than escalating the confrontation.

Animals

Do not enter areas with uncontrolled aggressive animals. Remain in the cab or retreat, notify dispatch and document service refusal according to company procedure.

Program elements

A workplace-violence prevention approach should include reporting, response procedures, training, incident review and corrective action appropriate to the organization's risk profile.

How to Apply the Existing Policy and Procedures

Employees may leave or decline service when threatened or when animals or site conditions are uncontrolled.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not argue, threaten, pursue, or physically confront members of the public.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Report threats, weapons, stalking, and assaults immediately.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Maintain distance, use calm language, avoid blocking exits, return to the vehicle, and request law enforcement when needed.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Remain in cab or retreat; do not enter yards with loose aggressive animals; document and notify dispatch.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA - Workplace Violence](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Workplace-violence awareness and de-escalation.

Required Records

- Threat, animal, and service-refusal reports.

Key Regulatory References

OSH Act General Duty Clause; applicable state laws. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 32

INCIDENT REPORTING, INVESTIGATION AND RETURN TO WORK

SAFETY IS OUR CORE VALUE

Purpose

Ensure prompt care, accurate reporting, root-cause analysis, corrective action, and safe transitional work.

Company Policy

- All injuries, exposures, crashes, property damage, fires, spills, and near misses must be reported immediately.
- Investigations focus on system causes and prevention, while preserving accountability for intentional violations.
- Return-to-work assignments must follow medical restrictions and not create new hazards.

Required Procedures

Investigation

- Provide care; secure scene; collect facts, photos, statements, telematics, and equipment data; identify immediate and root causes; assign corrective actions.

Post-Event Testing

- Conduct only as permitted by law and applicable DOT/company policy; avoid automatic testing that could deter injury reporting.

Expanded Compliance and Field Guidance

Immediate reporting

Require prompt reporting of injuries, illnesses, near misses, crashes, property damage, fires and spills so care can be provided and hazards can be controlled.

Investigation

Collect facts and evidence, identify direct and system causes, assign corrective actions with owners/due dates, and verify effectiveness. Avoid focusing only on individual error.

Recordkeeping interface

Evaluate work-related injuries and illnesses under OSHA Part 1904 where applicable and protect employees from retaliation for exercising reporting rights.

How to Apply the Existing Policy and Procedures

All injuries, exposures, crashes, property damage, fires, spills, and near misses must be reported immediately.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Investigations focus on system causes and prevention, while preserving accountability for intentional violations.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Return-to-work assignments must follow medical restrictions and not create new hazards.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Provide care; secure scene; collect facts, photos, statements, telematics, and equipment data; identify immediate and root causes; assign corrective actions.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Conduct only as permitted by law and applicable DOT/company policy; avoid automatic testing that could deter injury reporting.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Verified Regulatory / Technical Basis

[OSHA 29 CFR Part 1904 - Recordkeeping](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

[OSHA 29 CFR 1904.7 - General recording criteria](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Supervisor investigation and root-cause training.

Required Records

- Incident report, investigation, corrective action, medical restriction, and claim records.

Key Regulatory References

29 CFR Part 1904; anti-retaliation provisions; DOT rules as applicable. Applicability must be confirmed for each operation and jurisdiction.

SECTION VIII

Assurance, Accountability & Workforce Coordination

Chapters 33-35

CHAPTER 33

INSPECTIONS, AUDITS AND CORRECTIVE ACTION

SAFETY IS OUR CORE VALUE

Purpose

Verify that policies are implemented and hazards are corrected promptly.

Company Policy

- Conduct documented route, vehicle, facility, shop, and behavioral inspections.
- Prioritize hazards by severity and exposure; use interim controls when permanent correction is delayed.
- Management must verify closure and effectiveness.

Required Procedures

Audit Cycle

- Plan, inspect, document, assign, correct, verify, trend, and communicate.

Leading Indicators

- Training completion, inspections, near-miss reporting, corrective-action aging, observations, and preventive maintenance.

Expanded Compliance and Field Guidance

Inspection cycle

Plan inspections, document findings, assign risk-based priorities, implement interim controls, close corrective actions and verify effectiveness.

Leading indicators

Track preventive measures such as training completion, inspections, maintenance, hazard reports, observations and corrective-action aging in addition to injury rates.

Escalation

Imminent or high-severity hazards should receive immediate control. Repeated deficiencies should trigger root-cause review rather than repeated short-term fixes.

How to Apply the Existing Policy and Procedures

Conduct documented route, vehicle, facility, shop, and behavioral inspections.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Prioritize hazards by severity and exposure; use interim controls when permanent correction is delayed.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Management must verify closure and effectiveness.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Plan, inspect, document, assign, correct, verify, trend, and communicate.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Training completion, inspections, near-miss reporting, corrective-action aging, observations, and preventive maintenance.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Inspector and auditor competency training.

Required Records

- Inspection forms, action logs, verification, and annual review.

Key Regulatory References

Recommended Practices for Safety and Health Programs; applicable standards. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 34

DISCIPLINE, RECOGNITION AND SAFETY ACCOUNTABILITY

SAFETY IS OUR CORE VALUE

Purpose

Create fair, consistent accountability while encouraging reporting and positive safety behavior.

Company Policy

- Apply rules consistently regardless of position or production results.
- Do not discipline good-faith injury, near-miss, or hazard reporting.
- Consider training, system conditions, intent, history, and severity before discipline.
- Recognize employees for proactive actions, not merely low injury counts.

Required Procedures

Progressive Accountability

- Coaching, retraining, written warning, suspension, or termination based on policy and circumstances.

Recognition

- Recognize hazard corrections, mentoring, inspections, safe driving, and useful near-miss reports.

Expanded Compliance and Field Guidance

Fair accountability

Apply rules consistently and distinguish deliberate violations from mistakes influenced by training, equipment, workload or system conditions.

Anti-retaliation

Do not discipline employees for good-faith injury, illness or hazard reporting. Corrective action should not create incentives to conceal events.

Recognition

Recognize preventive behaviors such as hazard correction, mentoring, inspection quality and useful near-miss reporting rather than rewarding only low injury counts.

How to Apply the Existing Policy and Procedures

Apply rules consistently regardless of position or production results.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Do not discipline good-faith injury, near-miss, or hazard reporting.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Consider training, system conditions, intent, history, and severity before discipline.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Recognize employees for proactive actions, not merely low injury counts.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Coaching, retraining, written warning, suspension, or termination based on policy and circumstances.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Recognize hazard corrections, mentoring, inspections, safe driving, and useful near-miss reports.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR Part 1904 - Recordkeeping](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Supervisor accountability and anti-retaliation training.

Required Records

- Coaching, retraining, discipline, and recognition records.

Key Regulatory References

OSH Act Section 11(c); 29 CFR 1904.35. Applicability must be confirmed for each operation and jurisdiction.

CHAPTER 35

CONTRACTORS, VISITORS AND TEMPORARY EMPLOYEES

SAFETY IS OUR CORE VALUE

Purpose

Coordinate safety obligations for contractors, temporary workers, visitors, and host employers.

Company Policy

- Communicate site hazards, emergency procedures, traffic rules, PPE, and restricted areas before access.
- Define who provides training, supervision, PPE, recordkeeping, and incident response for temporary workers.
- Contractors must follow company rules and applicable law.

Required Procedures

Prequalification

- Review qualifications, insurance, safety performance, required programs, and responsible contacts.

Coordination

- Conduct pre-job briefing, exchange hazard information, control simultaneous operations, and report incidents.

Expanded Compliance and Field Guidance

Pre-job coordination

Before contractors, temporary workers or visitors enter operational areas, communicate traffic patterns, PPE, restricted areas, emergency procedures and site-specific hazards.

Responsibility assignment

Define which employer provides training, supervision, PPE, medical surveillance/recordkeeping and incident response when staffing agencies or multiple employers are involved.

Contractor control

Use prequalification, permits and job briefings appropriate to the work, and stop contractor activity when uncontrolled hazards threaten employees or the public.

How to Apply the Existing Policy and Procedures

Communicate site hazards, emergency procedures, traffic rules, PPE, and restricted areas before access.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Define who provides training, supervision, PPE, recordkeeping, and incident response for temporary workers.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Contractors must follow company rules and applicable law.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Review qualifications, insurance, safety performance, required programs, and responsible contacts.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Conduct pre-job briefing, exchange hazard information, control simultaneous operations, and report incidents.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR 1910.132 - PPE general requirements](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Site orientation for all non-employees as appropriate.

Required Records

- Contracts, orientations, permits, and incident records.

Key Regulatory References

OSHA multi-employer and temporary-worker guidance; applicable standards. Applicability must be confirmed for each operation and jurisdiction.

SECTION IX

Forms, Checklists & Implementation Tools

Chapter 36 & Appendices

CHAPTER 36

FORMS, CHECKLISTS AND TRAINING MATRIX

SAFETY IS OUR CORE VALUE

Purpose

Provide practical implementation forms, checklists, and a training schedule.

Company Policy

- Use forms as controlled documents and customize them to actual operations.
- Forms do not replace immediate verbal reporting or emergency action.
- Retain records according to legal and company requirements.

Required Procedures

Included Forms

- Employee acknowledgment
- New-hire orientation checklist
- Daily vehicle/equipment inspection
- Route hazard assessment
- JSA worksheet
- PPE hazard assessment
- Near-miss and safety observation
- Incident report and investigation
- Corrective-action log
- Toolbox-talk attendance
- Monthly facility inspection
- Annual training matrix

Expanded Compliance and Field Guidance

Controlled forms

Forms should have revision control, clear ownership and retention rules. A form supports the program but does not replace immediate verbal reporting or emergency action.

Training matrix

Map each training topic to affected roles, trigger/frequency, instructor qualifications, competency method and record location.

Auditability

Completed forms should identify who performed the activity, date/location, findings, corrective action and closure verification so records can demonstrate implementation rather than merely policy existence.

How to Apply the Existing Policy and Procedures

Use forms as controlled documents and customize them to actual operations.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Forms do not replace immediate verbal reporting or emergency action.

Implementation: Treat this as a mandatory company control. Supervisors should communicate the rule before exposure, observe compliance in the field, correct deviations promptly, and document retraining or corrective action when needed.

Retain records according to legal and company requirements.

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Employee acknowledgment

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

New-hire orientation checklist

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Daily vehicle/equipment inspection

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Route hazard assessment

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

JSA worksheet

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

PPE hazard assessment

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Near-miss and safety observation

Implementation: Define who performs this step, when it is performed, what acceptable completion looks like, and how exceptions or defects are escalated. Incorporate the step into inspections, training and supervisor observations.

Verified Regulatory / Technical Basis

[OSHA 29 CFR Part 1904 - Recordkeeping](#) (official source; applicability must be confirmed for the specific operation and jurisdiction).

Training Requirements

- Train supervisors and employees to complete forms accurately.

Required Records

- See appendices below.

Key Regulatory References

Applicable recordkeeping and program standards. Applicability must be confirmed for each operation and jurisdiction.

APPENDIX A - Employee Acknowledgment

I acknowledge receipt of the [COMPANY NAME] Waste Hauler Safety Manual. I understand that I must follow company safety rules, attend required training, report injuries and hazards immediately, use assigned PPE, and exercise stop-work authority in good faith when serious danger exists. I understand this manual may be revised and does not create a contract of employment.

Employee name: _____

Signature: _____

Date: _____

Trainer/Supervisor: _____

APPENDIX B - New-Hire Safety Orientation Checklist

- ☐ Safety policy and stop-work authority
- ☐ Emergency contacts and reporting
- ☐ PPE issue and demonstration
- ☐ Three-point contact and fall prevention
- ☐ Traffic exposure and high visibility
- ☐ Backing and spotter procedures
- ☐ Vehicle-specific operation
- ☐ Prohibited waste and sharps
- ☐ Hazard Communication and SDS access
- ☐ Heat illness and severe weather
- ☐ Incident and near-miss reporting
- ☐ Hands-on evaluation completed

Employee: _____

Trainer: _____

Date: _____

APPENDIX C - Daily Vehicle and Body Inspection

Item	OK	Defect	Action/WO #
Service brakes/parking brake	☐	☐	
Steering	☐	☐	
Tires/wheels/lugs	☐	☐	
Lights/reflectors	☐	☐	
Horn	☐	☐	
Mirrors/cameras/sensors	☐	☐	
Backup alarm	☐	☐	
Windshield/wipers	☐	☐	
Seat belts	☐	☐	
Leaks/fluids	☐	☐	
Fire extinguisher	☐	☐	
Steps/handholds	☐	☐	
Hydraulic hoses/cylinders	☐	☐	
Tailgate/locks	☐	☐	
Packer/arms/forks/hoist	☐	☐	
Interlocks/guards	☐	☐	
Tarp/load securement	☐	☐	
Emergency equipment	☐	☐	

Vehicle #: _____ Date: _____ Driver: _____ Released by: _____

APPENDIX D - Job Safety Analysis Worksheet

Step	Hazard	Potential Consequence	Control	Responsible Person

Task: _____ Location: _____ Date: _____ Review date: _____

APPENDIX E - Incident / Near-Miss Investigation

Date/time/location:

Employee(s)/vehicle/equipment:

Event description:

Injury or damage:

Immediate actions:

Witnesses/evidence reviewed:

Direct causes:

Contributing conditions:

Root/system causes:

Corrective actions, owner, due date:

Effectiveness verification:

APPENDIX F - Annual Training Matrix

Topic	Minimum Frequency	Applicable Employees	Completion Date
Safety policy / reporting	Hire; annual	[DEFINE]	
PPE	Hire; when hazards change	[DEFINE]	
Hazard Communication	Hire; new hazard	[DEFINE]	
Bloodborne pathogens	Annual if covered	[DEFINE]	
Lockout/Tagout	Initial; change; deficiency	[DEFINE]	
Defensive driving	Hire; annual; remedial	[DEFINE]	
Vehicle-specific operation	Before authorization	[DEFINE]	
Backing / spotter	Hire; practical refresher	[DEFINE]	
Heat illness	Before hot season	[DEFINE]	
Emergency action	Hire; drills	[DEFINE]	
Fire extinguisher	Annual if designated use	[DEFINE]	
Respiratory protection	Annual if required	[DEFINE]	
Hearing conservation	Annual if covered	[DEFINE]	
Forklift/PIT	Initial and evaluation as required	[DEFINE]	
First aid/CPR	Per certification cycle	[DEFINE]	

APPENDIX G - Implementation Checklist

- ☐ Insert company name, logo, addresses, and responsible persons.
- ☐ Review federal OSHA versus applicable OSHA State Plan requirements.
- ☐ Identify vehicle classes and FMCSA/DOT applicability.
- ☐ Complete PPE and respiratory-exposure assessments.
- ☐ Create machine-specific LOTO procedures.
- ☐ Add manufacturer instructions and site-specific operating procedures.
- ☐ Establish medical clinic, emergency, spill, and towing contacts.
- ☐ Train employees and document competency.
- ☐ Conduct route and facility inspections.
- ☐ Review the program annually and after serious incidents or operational change.

Expanded Source Register

The following official sources were used to expand the handbook. Regulatory applicability varies by employer, vehicle class, task, jurisdiction and OSHA State Plan status. Verify current requirements before adoption.

[OSHA 29 CFR Part 1904 - Recordkeeping](#)

[OSHA 29 CFR 1904.7 - General recording criteria](#)

[OSHA - Report a Fatality or Severe Injury](#)

[OSHA 29 CFR 1910.132 - PPE general requirements](#)

[OSHA 29 CFR 1910.134 - Respiratory protection](#)

[OSHA 29 CFR 1910.141 - Sanitation](#)

[OSHA 29 CFR 1910.147 - Control of hazardous energy](#)

[OSHA 29 CFR 1910.212 - Machine guarding](#)

[OSHA 29 CFR 1910.38 - Emergency action plans](#)

[OSHA 29 CFR 1910.157 - Portable fire extinguishers](#)

[OSHA - Bloodborne Pathogens and Needlestick Prevention](#)

[OSHA 29 CFR 1910.1200 - Hazard Communication](#)

[OSHA 29 CFR 1910.120 - HAZWOPER](#)

[OSHA - Heat Illness Prevention](#)

[OSHA 29 CFR 1910 Subpart D - Walking-Working Surfaces](#)

[OSHA Machine Guarding eTool - General Requirements](#)

[OSHA - Workplace Violence](#)

[NIOSH 2024-123 - Preventing Struck-by Injuries and Deaths When Working with Refuse Trucks](#)

[NIOSH 97-110 - Preventing Worker Injuries and Deaths From Moving Refuse Collection Vehicles](#)

[FMCSA Safety Planner - Inspection, Repair, and Maintenance \(49 CFR Part 396\)](#)

[FMCSA Safety Planner - Parts and Accessories Needed for Safe Operation \(49 CFR Part 393\)](#)

[FMCSA Regulations](#)

[EPA - Oil Spills Prevention and Preparedness Regulations](#)

[EPA - Used Lithium-Ion Batteries](#)

[FHWA - Manual on Uniform Traffic Control Devices](#)

Authoritative Reference Notes

This manual was developed using current federal OSHA and FMCSA regulatory frameworks available as of July 2026. Key federal sources include OSHA 29 CFR Parts 1904 and 1910, OSHA recordkeeping resources, OSHA Hazard Communication, PPE, LOTO, emergency action, machine guarding, respiratory protection, bloodborne pathogens, sanitation, and hazardous-waste resources, and applicable Federal Motor Carrier Safety Regulations. Employers must verify current regulations and state or local requirements before adoption.

Selected official sources: OSHA Recordkeeping (Forms 300, 300A, 301); OSHA 29 CFR 1904.29 and 1904.41; OSHA hazardous-waste and HAZWOPER resources; FMCSA Hours of Service and Mobile Phone Restrictions. Consult official agency sources and qualified counsel or safety professionals for site-specific applicability.