

## FAMILY FIRST -- RULES TO LIVE BY



At Nelson Tree Service, we strive to create an environment where every individual is able to perform their job safely and work together with their team mates to keep each other safe. In a review of some of the most serious incidents that have happened in our company, we have identified a number of specific safety infractions that resulted in employee injury. In response to these, we have created what we call the “Family First Rules” – rules intended to be understood and followed by every employee to ensure their safe return home to their families at the end of every workday.

All of these safety rules have been in place for many years, and they were developed to prevent the recurrence of serious incidents, injuries and fatalities that occurred in the past or to comply with laws. Violation of these rules is serious and cannot be tolerated. It is the responsibility of each employee to enforce these rules within the workplace both for themselves and with those who work around them. If you see a co-worker who is breaking a Family First Rule, it is your duty to speak up and voice your concerns about the violation regardless of seniority or job classification and to stop work until the situation is properly addressed.

### DISCIPLINE

It is our hope that every employee understands the seriousness of violating these rules and how important it is to your families that you follow them. It is our responsibility to both you and to your family to enforce these rules. While it is our preference that each person willingly adhere to these rules, there will be times when violations are observed by members of management. Managers have no choice but to enforce the penalties associated with Family First violations, or they themselves will be at risk of the same disciplinary action as those who break the rules.

At a minimum, employees observed breaking a Family First Rule will be removed from the job for the balance of the shift plus the next workday. Depending on how serious the rule violation is, or if the person has had a history of repeated safety violations within the past 24 months, increased discipline may occur up to and including termination of employment. Any member of management found not enforcing these policies will receive a minimum two (2) full day suspension and subject to demotion, including, but not limited to, immediate termination.

Everyone in your family depends on you and the people you work with to work in a way that keeps you coming home at night. A serious injury doesn't only hurt the injured employee. it hurts everyone in their family who depends on them. Take a moment to think about all of the people that care for you and how they would be impacted if something happened to you. Doesn't following these “Family First Rules to Live By” make all the sense in the world?

SAFETY SMART QUESTION		
CALL - 1-800-522-4311	ELIGIBLE - EMPLOYEES	REGION/JOB #
LEAVE YOUR ID# AND CORRECT RESPONSE TO THE SAFETY QUESTION TO WIN \$50.	1000051990	460/1250
	1000085526	468/3523
	1000019685	463/3952
	1000079440	468/4836

## FAMILY FIRST – RULES TO LIVE BY

### Tree Felling/Trimming

- Any employee standing or crossing into the danger zone during a tree felling operation
- Failure of a feller to immediately use their escape route as the tree begins to fall
- Entering a drop zone without verbal and visual approval

### Chainsaw Operations

- One handed operation of a chainsaw
- Failure to wear chaps while operating a chainsaw on the ground

### Vehicle Operation

- Texting while driving
- Being observed talking on a cell phone without using a hands-free device
- Not wearing a seat belt while vehicle is in motion

### Electric Hazards

- Placing any body part, conductive tool or aerial lift within MAD
- Climbing a utility pole or structure
- Operating, manipulating or by-passing any utility company electrical component or device

### Chipper Operations

- Placing any body part past the feed chute curtain
- Using a foot to push brush into a chipper
- Allowing a chipper to run while unattended

### Bucket Operations

- Violation of a company or regional 60/70 foot aerial lift policy
- Using a boom to push or lift objects

### Traffic Control

- Failure to establish a Temporary Traffic Control Zone when working on or along a public road

### Fall Protection

- Failure to be 100% secured while aloft
- Failing to have two (2) points of attachment while operating a chainsaw in a tree

### Equipment Use

- Disabling or over riding a safety device or operating any equipment or vehicle without proper authorization

### Work Planning

- Failure to thoroughly complete a Job Briefing prior to commencement of work activities

### Management

- Failure of any member of management to enforce Family First Rules

