



Injury and Illness Prevention Program (IIPP) Field View Construction Co., Inc.

In Compliance with California Division of Occupational Safety and Health (Cal/OSHA) Requirements Field View Construction Co., Inc. (FVC) has developed this written Injury and Illness Prevention Program (IIPP) to ensure a safe and healthy work environment for all employees. This program is established in accordance with Title 8 of the California Code of Regulations, including General Industry Safety Order §3203 and Construction Safety Order §1509. It is the policy of Field View Construction to comply fully with these regulations by implementing and maintaining an effective IIPP. Protecting the health and safety of our workforce is our highest priority. We encourage all employees and supervisors to thoroughly review and adhere to the guidelines set forth in this program. A culture of safety can only be achieved through shared commitment and collective responsibility.





Basic Objectives of the Injury and Illness Prevention Program

Field View Construction Co., Inc. is committed to maintaining the highest standards of workplace safety. The fundamental objectives of this Injury and Illness Prevention Program (IIPP) are as follows:

1. To establish and maintain a comprehensive safety program aligned with recognized best practices in the construction industry.
2. To minimize workplace accidents and incidents to the greatest extent possible.
3. To foster a strong culture of safety awareness among management, supervision, and all employees—whether in the field, shop, or the office.
4. To clearly define and assign safety responsibilities at all levels of the organization to ensure the effective implementation and ongoing success of our safety efforts.
5. To provide a structured foundation for continuous safety education and training for all personnel.

Program Elements to Achieve These Objectives

To meet these objectives, Field View Construction’s safety program will include the following components:

1. **Proactive Safety Planning** – Safety considerations will be integrated into all phases of work through task analysis and the application of management’s expertise to identify, mitigate, or eliminate potential hazards before work begins.
2. **Engineering Controls and Safeguards** – Mechanical and physical safeguards will be provided and maintained to the highest practicable level.
3. **Routine Safety Inspections** – Regular inspections will be conducted to identify and correct unsafe conditions, practices, or behaviors.
4. **Employee Safety Training** – All employees will receive training on safe work practices relevant to their roles and tasks.
5. **Provision of Personal Protective Equipment (PPE)** – Appropriate PPE will be supplied, and its use strictly enforced.
6. **Enforcement of Safety Rules** – Safety rules will be developed, communicated, and enforced. Employee cooperation with all safety protocols is a condition of employment.
7. **Accident Investigation and Prevention** – All workplace incidents will be investigated promptly to determine root causes and implement corrective measures to prevent recurrence.





Responsibilities and Authority for Implementing the Safety Program

Field View Construction Co., Inc.

At Field View Construction, a safe working environment is a shared responsibility. However, specific roles and authority are assigned to ensure the effective implementation, enforcement, and improvement of the Injury and Illness Prevention Program (IIPP). The structure below outlines who is responsible for what within the program.

Designated Safety Authority

Sal Flores – Safety Manager / Authorized OSHA Trainer

Sal Flores is the only individual authorized by Field View Construction to conduct OSHA-compliant safety training, lead safety instruction, and hold personnel accountable to our IIPP. All safety policies, training sessions, and jobsite safety enforcement are coordinated through Sal to ensure consistency, accuracy, and compliance with Cal/OSHA regulations.

Management Responsibilities

Company management holds overall responsibility for supporting the safety culture at Field View Construction. Management is expected to:

- Develop and uphold the company's safety program.
 - Appoint qualified personnel to manage and enforce safety policies.
 - Regularly review incidents and evaluate accident records.
 - Participate in field and shop safety inspections.
 - Engage in periodic safety meetings and planning sessions.
 - Establish policies for the safe onboarding and training of new hires.
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Superintendents and Supervisors

Supervisors are key to day-to-day implementation of the safety program in the field and shop. Their responsibilities include:

- Conducting safety orientations for all new and transferred employees.
- Ensuring workers wear proper clothing and personal protective equipment (PPE).
- Leading toolbox or tailgate safety meetings at least every 10 days.
- Monitoring for unsafe practices or hazardous conditions daily.
- Investigating accidents promptly and reporting them to management.
- Enforcing safety rules and following up on any recommendations from the Safety Manager or insurance representatives.

Supervisors are expected to lead by example and foster an environment where safety is prioritized at every level.

Employee Responsibilities

Every Field View Construction employee is expected to take personal responsibility for maintaining a safe jobsite. This includes:

- Following the **Code of Safe Work Practices** at all times.
 - Reporting unsafe equipment, conditions, or behavior to a supervisor immediately.
 - Using tools and PPE correctly and safely.
 - Offering safety suggestions to supervisors.
 - Keeping workspaces clean, organized, and hazard-free.
 - Supporting a team approach to safety by setting a good example for coworkers.
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Subcontractor Responsibilities

Subcontractors working with **Field View Construction Co., Inc.** are responsible for:

- Following all Field View safety rules and procedures
- Providing safety training for their employees
- Supplying appropriate personal protective equipment (PPE)
- Correcting any safety issues immediately when notified

Hazard Identification & Prevention

Field View Construction Co., Inc. maintains a proactive system to identify, evaluate, and prevent workplace hazards:

- Regular reviews of applicable Cal/OSHA Safety Orders
- Safety Data Sheet (SDS) review and discussion during meetings
- Thorough documentation and investigation of all incidents and near-misses
- Scheduled inspections of job sites and workstations
- Encouragement of employee hazard reporting through a formal and anonymous system
- Maintenance and distribution of a written **Code of Safe Practices**

Hazard Correction Procedure

Unsafe conditions are corrected promptly based on severity:

- Immediate correction when hazards are identified
 - In the case of imminent danger, workers are removed until the area is made safe
 - All corrective actions are documented
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Safety Inspections


- **General Inspections** – Conducted periodically by the Safety Officer or Superintendent and documented in safety records
 - **Supervisory Inspections** – Performed daily by supervisors to identify unsafe practices or equipment; hazards are red-tagged and shut down until cleared
 - **Employee Inspections** – Workers are expected to identify and report unsafe conditions immediately using verbal or anonymous written reports
 - **Maintenance Inspections** – Equipment repairs are not signed off until deemed safe by maintenance personnel
 - **Special Inspections** – Conducted after any incident, injury, or illness by management or the Safety Officer with a full investigation and documentation
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Accident Reporting & Investigation

- All incidents and near-misses must be reported immediately
 - Supervisors submit reports to the Safety Officer within 24 hours
 - Serious accidents must be reported by phone immediately
 - Workers' Compensation claims must be initiated within one working day
 - Accident investigations include witness interviews, root cause analysis, and corrective actions
 - Documentation is filed and maintained by the Safety Officer
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Employee Communication

Employees are encouraged to report hazards to supervisors, superintendents, or the Safety Officer—no retaliation allowed

- Weekly toolbox talks are held at project sites; monthly safety meetings occur at the main office
 - New hires receive safety orientation upon onboarding
 - Employee Safety Report Forms are available in the office and shop for anonymous submissions
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Compliance & Training

- All employees receive the **Code of Safe Practices** and are trained to meet the standards set forth by Field View Construction Co, Inc
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Recordkeeping

Field View Construction Co., Inc. is committed to maintaining accurate and thorough records related to workplace safety and health. These records are crucial for evaluating safety performance, ensuring compliance with legal requirements, and continuously improving the safety program. The Safety Officer is responsible for maintaining all records, which will be available for inspection at all times.

The company will follow the necessary steps outlined by Cal/OSHA's recordkeeping requirements:

- **Injury and Illness Reports:**
The Safety Officer will ensure that all incidents, injuries, and illnesses that require medical treatment are reported promptly. A report will be prepared and submitted within the required timeframe.
- **Cal/OSHA Log and Summary:**
The Safety Officer will maintain a log of all occupational injuries and illnesses, as required by Cal/OSHA (Form 300A). The log will be reviewed and posted annually, no later than February 1st, and will remain posted until April 30th for employee visibility.
- **Supplementary Recordkeeping:**
All recordable incidents will also be documented on OSHA Form 101 or Workers' Compensation Reports. This will ensure that all relevant details of each case are captured for compliance and review.
- **Retention of Records:**
Field View Construction Co., Inc. will retain safety records for at least five years. These records will include injury reports, safety inspection records, and any other documentation related to safety audits or corrective actions taken.
- **Review and Evaluation:**
The Safety Officer will regularly review the company's safety records to evaluate the effectiveness of the safety program. This includes identifying trends or patterns in incidents and making necessary adjustments to improve safety protocols and procedures.

Documentation of Safety Meetings:

All safety meetings held, whether daily, weekly, or monthly, will be documented. Attendance, topics discussed, and any corrective actions taken will be recorded and kept in the Safety Officer's files.

By maintaining these records, **Field View Construction Co., Inc.** ensures that it meets regulatory requirements and continuously improves workplace safety.





Conclusion

Field View Construction Co., Inc. has adopted this Injury and Illness Prevention Program. We encourage all employees, supervisors, and managers to fully engage with the program and work together to maintain a safe and secure workplace for everyone.

