

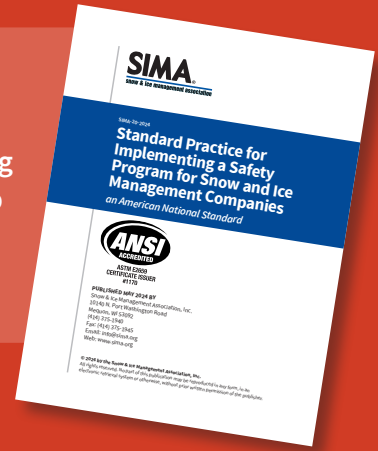
SNOW START UP

ISSUE #4: FOCUS ON SAFETY

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SNOWEX

In winter management services, safety is of utmost importance. If you're a small organization or looking to grow, creating a structured safety program may not be top of mind; which is why SIMA developed The Standard Practice for Implementing a Safety Program for Snow and Ice Management Companies. This issue of Start Up highlights some of the key components to help you build and benchmark a safety program. Access the entire standard at sima.org/safety.



CREATING A SAFETY PROGRAM

The standard identifies three key components in the creation of a program:



1

DEVELOP & DOCUMENT

Develop and prepare governing documents of safety rules and procedures that adhere to the standard and to local, state, and federal agencies' regulations. These procedures will serve as the guidepost for your team.



2

IDENTIFY A CHAMPION

Establish and support a company safety liaison or committee that includes multidisciplinary stakeholders to develop, support and monitor the company's safety program and assist in training development and implementation.



3

PROVIDE SUPPORT

Provide financial support and resources for training and education. Safety starts at the top. If owners and managers show they are committed to safety, the team is more likely to buy-in to what will be expected of them.

FIVE PILLARS OF SAFETY

The standard identifies five key pillars that should be established as general practices in your safety program:



1

EMPLOYEE HEALTH & SAFETY

Make sure your team is prepared with warm clothes, high-vis outerwear, and ear/eye/face protection. Educate them on the best foods and drinks to consume and the importance of sleep prior to a storm. For extended events, have plans for teams to warm up and get rest.

RESOURCES:

SIMA has bundled several safety resources, including checklists and tailgate talks for PPE/Safety, Site Safety, Shoveling/Snow blowing and more. Find these resources and the safety standard at sima.org/safety.



3

VEHICLE & EQUIPMENT OPERATIONS

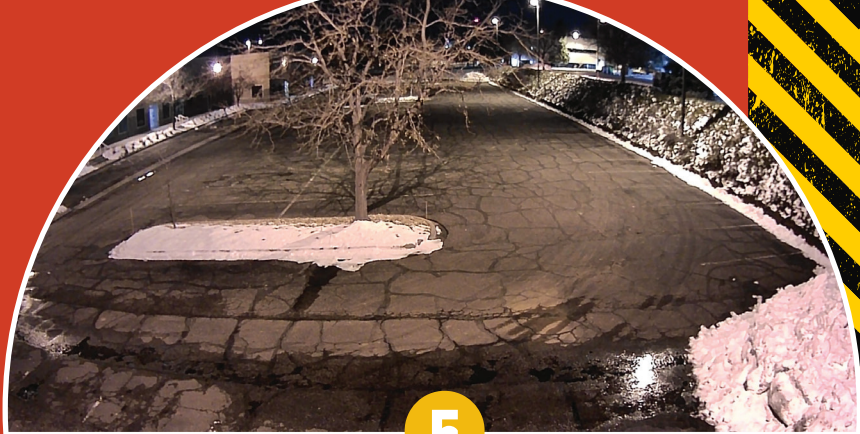
Teams should be trained on how to safely operate the equipment they're using based on the original manufacturer's printed recommendations.



2

SHOP/YARD SAFETY

Identify common safety hazards and set processes and training to prevent accidents. This could include loading and unloading equipment or materials, watching for moving vehicles/equipment and line-of-site concerns.



5

SITE SAFETY, HAZARD RECOGNITION, DOCUMENTATION AND COMMUNICATION PROTOCOLS

A site looks different at 2 am when the snow is flying than when you conducted a preseason risk assessment. Teams should know how to assess sites; identify risks; photograph, video and document issues in writing; and communicate them to the client for remediation.



4

CHEMICAL SAFETY

Anyone using chemicals should be trained on safe use, transportation, potential exposure risks, proper PPE, how to read a safety data sheet and how to safely and properly clean and report spills.

SAFETY PROGRAM GUIDELINES

To adhere to the standard, five key guidelines must be followed:

PPE

Establish rules and procedures pertaining to employee requirements for and use of any safety-related equipment and attire. Provide training and enforce the proper use of clothing and personal protective equipment (PPE) based on each employee's role.

SNOW-SPECIFIC TRAINING

Establish snow-specific training for all full-time, part-time and seasonal employees that is conducted at a minimum before, during and after the season. The training must include verification and knowledge through testing or demonstration.

SAFE SUBS

When hiring subcontractors, verify that they have safety procedures and training programs in place. You don't want unsafe practices from someone you hired to come back to bite you. Just remember: You can't train your subs!

DRUG & ALCOHOL POLICIES

Drugs and alcohol don't mix when you're behind the wheel. Establish and document drug and alcohol policies that must be followed – just make sure they don't conflict with state and federal laws.

SAFETY MEETINGS

Schedule safety meetings at least three times—before, during and after the season. Additional meetings may be needed if policies or procedures change. These meetings are a great time to review existing policies, any incidents or near-misses and revise your program as needed. All meetings must be documented and attendance recorded.



Labels in the image: Snow Storage Area One, Snow Storage Area Two, Lot One, Do Not Block Bumpster, Plow by 8 a.m., Push to corner, Instant.

MONITORING & DOCUMENTATION

The final component of SIMA's safety standard focuses on monitoring and documentation. It's a waste of time to create a program and not use it.

1 AWARENESS

Once you have safety rules and procedures laid out, share them with all full-time, part-time and seasonal employees during orientation and refresher training programs.

2 ACKNOWLEDGMENT

Provide a copy of the rules and require receipt of acknowledgment—in writing.

3 ADHERENCE

Companies must have a plan to make sure employees are in compliance with the general safety practices built into the standards.

4 ID, CORRECT, PREVENT

Companies must have a method to identify, correct and prevent hazardous conditions and operational deficiencies in compliance with the general safety practices.

5 REPORT, TRACK, RESOLVE

Whether you have a standard or not, accidents happen, which is why the standard requires an organized incident reporting, tracking and resolution process.

6 VERIFY

Companies must develop documentation and processes to visually verify safety training for each role, including sign-off by a qualified supervisor or instructor.

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