



CADENCE BUILDS, LLC. SUBCONTRACTOR AGREEMENT

Safety Enforcement and Correction Policy

Purpose: To provide a safety enforcement and correction policy for the General Contractor, Cadence Builds LLC to eliminate safety and health hazards and ensure the safety and health of all workers on construction projects of Cadence Builds LLC.

Agreement: This policy is to be agreed to by all subcontractors who work for Cadence Builds. Subcontractors agree to the following safety correction procedures and required corrective actions. The expectations and standards of safety are hereby established by WAC chapter 296-155 and are available from www.L&I.WA.Gov and in writing from Cadence Builds LLC.

Policy:

1. Drug and Alcohol Testing Requirements

- The Contractor has implemented a drug and alcohol testing program that shall apply to this Project. Subcontractor agrees that it, its employees and its lower tier contractors and their employees shall be bound by the Drug and Alcohol Policy implemented by the Contractor. Adherence to same shall be a condition of employment for all employees stationed at this Project site.
- Under this program, Contractor has employed a lab, which will conduct drug and alcohol testing. Testing shall be conducted for subcontractors at every tier. Any Subcontractor employee, who is involved in an accident or sustains an injury requiring medical treatment and/or time-loss, may be required to submit to drug and alcohol testing. Being involved in an accident that causes property damage or an unsafe job-related activity that poses a danger to the employee or others may be sufficient to establish reasonable suspicion as post-accident testing. Subcontractor employees who fail the drug/alcohol screen administered by the selected lab shall not be employed or perform any work at the Project site. Testing costs charged by Contractor's selected lab shall be paid for by Contractor. All other costs associated with or arising out of Contractor's testing program shall be borne by the Subcontractor.
- The Subcontractor shall comply with all provisions of Contractor's drug and alcohol testing program. In the event of Subcontractor's noncompliance, this Subcontract may be canceled, terminated or suspended, in whole or in part, and Contractor may complete the work and charge the cost to Subcontractor in accordance with THIS SUBCONTRACT.

2. Subcontractors and Employees of Cadence Builds LLC agree to the following corrective action as directed at the sole discretion of any Cadence Builds Supervisor, Manager, Engineer or other appointed safety manager or supervisor.

- Any observed life safety violation will be corrected immediately. (example: workers not tied off, unsafe use of ladders or other power tools which may result in serious injury or death)
 - Failure to immediately correct or mitigate a life safety hazard will result in a stop work order until the correction is made. Without exception work may not continue until life safety hazard is corrected. Notice will be given in writing to subcontractor's supervisor and project management.
- Any power tool or lift access equipment i.e. Ladders, scaffolds ladder jacks, harnesses, or ropes failing to meet the requirements of any safety standard or recognized safer practice will be removed from service until repaired or replaced and in compliance with equipment manufacturers expectations and any applicable L&I or OSHA Codes.



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- First Warning will be a verbal warning to be noted in Cadence Daily Work Log with the expectation that the subcontractor replace or repair the equipment as noted above within 24 hours.
 - Second Warning will be a stop work order given in writing to subcontractor’s field supervisor and project management.
 - Third Warning will be a physical confiscation or demobilizing of equipment as the Cadence Supervisor sees fit to ensure safety of jobsite.
- Any operator of a forklift, man lift, welder, or any other specialty equipment requiring training per L&I will be trained and certified in a manner recognized by L&I. Failure to comply with this policy will result in a stop work order until a properly trained and documented worker can be provided.
 - First warning will be a verbal warning with the expectation the safety violation be corrected within 24 hours
 - Second Warning will be a stop work order given in writing to subcontractor’s field supervisor and project management.
 - Third Warning will result in contract suspension

We _____ the subcontractor of Cadence Builds LLC hereby agree to the above safety and citation policy including implications of safety violations set forth above. This agreement is good for all work with Cadence Builds LLC and is subject to updates and modifications that will be given to subcontractor in writing.

Subcontractor Signature of Agreement:

_____ Authorized Signature

_____ Printed Name

_____ Date