

**PLAN**

# **HLMI-PLN-SH-51119**

## **Worker Safety and Health Program**

Revision 1, Change 7

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- 222-S :  
**Categorical Exclusion:** GCX-1 - Inconsequential Changes  
 **Screener:** Farnkoff, Linda

**JHA:** Administrative  
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Rev. 1, Chg. 7

## **Change Summary**

### **Description of Change**

Updated referenced titles: HLMI-STD-SH-50590 from “Noise Identification and Hearing Conversation” to “Hearing Conservation Program” & HLMI-PRO-HR-50033, from “Reasonable Accommodations to Work Restriction” to “Accommodations to Work Restriction”

Worker Safety and Health Program



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TABLE OF CONTENTS

1.0 INTRODUCTION .....2
1.1 Purpose.....2
1.2 Scope .....2
1.3 Applicability .....3
1.4 Objectives .....3
2.0 WORKER SAFETY AND HEALTH PROGRAM DESCRIPTION .....3
2.1 Responsibility .....3
2.2 Maintenance .....3
2.3 Submittals .....4
2.3.1 Annual Review .....4
2.3.2 Closure Facility Hazards .....4
2.3.3 Requests for Interpretative Ruling .....4
2.3.4 Requests for Variance .....4
2.3.5 Self-Identification and Tracking System .....4
3.0 WORKER SAFETY AND HEALTH PROGRAM .....4
3.1 Functional Areas .....5
3.1.1 Construction Safety.....5
3.1.2 Fire Protection.....6
3.1.3 Explosives Safety.....6
3.1.4 Pressure Safety .....6
3.1.5 Firearms Safety.....6
3.1.6 Industrial Hygiene .....6
3.1.7 Biological Safety .....6
3.1.8 Occupational Medicine.....6
3.1.9 Motor Vehicle Safety.....7
3.1.10 Electrical Safety .....7
3.1.11 Nanotechnology Safety (Reserved).....7
3.1.12 Workplace Violence Prevention (Reserved) .....8
3.2 Subcontractor.....8
4.0 RECORDS IDENTIFICATION .....8
5.0 SOURCES .....9
5.1 Requirements.....9
5.2 References.....9

TABLE OF APPENDICES

Appendix A - 10 CFR 851 Implementation Matrix .....12

## 1.0 INTRODUCTION

On April 15, 2021, Hanford Laboratory Management and Integration, LLC (HLMI) began management of the 222-S Laboratory Contract (No. 89303320CEM000075) for the U.S. Department of Energy Office of River Protection (DOE-ORP). The contracted activity occurs at the Hanford Site, located near Richland, Washington, a covered workplace under 10 CFR 851.3, “a place at a DOE site where a contractor is responsible for performing work in furtherance of a DOE mission.”

HLMI completed contract deliverable T16, Worker Safety and Health Program (WSHP), via letter HLMI-21-0069, on March 8, 2021. This deliverable adopted the Worker Safety and Health Program Description (WSHPD) from each of the two prior contractors, implemented consistent with past use until a unified WSHPD was developed. DOE-ORP responded with the letter, U.S. Department of Energy Approval of Contract Transition Deliverable T-16, Worker Safety and Health Program Plan, 21-SHD-001033, dated March 24, 2021, acknowledging receipt and approval of the submittal.

### 1.1 Purpose

The purpose of HLMI’s WSHP is to provide a workplace free from recognized hazards that are causing or are likely to cause serious physical harm or death. This WSHPD identifies the elements, methods, processes, and implementing documents that comprise the WSHP by which HLMI meets the requirements in the Title 10, Energy, Code of Federal Regulations (CFR) Part 851, Worker Safety and Health Program (Rule) published in the Federal Register Volume 71 No 27, February 9, 2006.

### 1.2 Scope

In accordance with Subpart C of the Rule, HLMI is responsible for the safety and health of HLMI workforce (i.e., employees and contractors) that meet the scope and definition of “work at a DOE site in furtherance of the DOE mission.” The HLMI WSHP includes requirements established under 10 CFR 851. HLMI evaluates for adoption other best management practices, consensus standards, and health-based values not invoked by the Rule.

HLMI has an approved Integrated Safety Management System (ISMS), HLMI-PLN-SH-51116, *Integrated Safety Management System Description* (ISMSD), to address requirements established under DEAR 970.5223-1, *Integration of Environment, Safety, and Health into Work Planning and Execution*. The ISMSD provides the framework for the implementation of guiding principles, core functions, and safety culture elements through integrated management systems, including this WSHPD.

HLMI has separate, non-regulatory commitments to worker ownership and partnership in safety and health, as defined in the 47 Federal Register (FR) 29025, “Voluntary Protection Programs” (VPP). HLMI participates in the DOE VPP, implemented by HLMI-CHRT-SH-50414, *HLMI Safety Council*.

### 1.3 Applicability

HLMI's WSHP applies to HLMI employees and subcontractors that support HLMI directed work activities, and construction work and services (e.g., consultant, professional services, staff augmentation).

10 CFR 851 does not apply to vendors or suppliers coming into HLMI workspaces who do not have service contracts and who engage in no more than incidental work related to delivery, installation, or repair of the products provided.

### 1.4 Objectives

The primary objective of the WSHPD is to establish the infrastructure for the WSHP, to include an implementation matrix to identify policies, programs, processes, and implementing mechanisms developed to ensure the safety and health of the workers, the public, and the environment.

## 2.0 WORKER SAFETY AND HEALTH PROGRAM DESCRIPTION

### 2.1 Responsibility

The HLMI Environmental, Safety, and Health (ES&H) organization is responsible for maintenance and oversight of this WSHPD. HLMI projects and organizations are responsible for implementing the overall WSHP and appropriate integration into contracting and work planning activities. HLMI establishes specific roles and responsibilities for implementation of worker safety and health requirements through the implementing documents identified in Appendix A.

### 2.2 Maintenance

HLMI will conduct an annual review to verify that the WSHPD adequately reflects operations and controls. The annual review will include worker participation as defined in 10 CFR 851.11(d). The WSHPD will be maintained under HLMI configuration control changes/revisions will be identified and communicated to the DOE during the annual WSHPD submittal process.

Applicable labor organizations will be notified of any updates or changes to the program as defined in 10 CFR 851.11(d). This communication is initiated through Labor Relations to the Labor Organization President(s). Changes to the program are communicated to the workforce through a variety of methods (e.g., Safety Tailgate, Laboratory Procedure System [LPS] notifications, Safety Council).

Significant operational changes and/or issues having an impact upon approved safety and health thresholds require written DOE Contracting Officer approval prior to implementation, such as:

- Contractor accepts a new work scope for a new toxic, reactive, flammable, or explosive chemical that was not addressed in the approved WSHP
- The toxicity or explosive hazard, such as chemical storage, has increased where there is a credible accident scenario that would have an impact upon the co-located workers or off-site public.

## 2.3 Submittals

The WSHPD Technical Authority within the HLMI ES&H organization is responsible for maintaining WSHPD submittals and/or notifications. The following submittals/notifications are defined in the Rule and will be provided to DOE.

### 2.3.1 Annual Review

In accordance with contractual requirements, the WSHPD will be reviewed and submitted for DOE Contracting Officer approval annually (12 months after the preceding revision date).

### 2.3.2 Closure Facility Hazards

HLMI will submit to DOE a list of closure facility hazards and the established controls within 90 days after identifying such hazards. Closure facility hazards are limited to hazards in which means of control involve deviations from the technical requirements of 10 CFR 851.23 and would require costly and extensive structural/engineering modifications to be compliant.

### 2.3.3 Requests for Interpretative Ruling

The DOE Office of General Counsel is the sole authority that can provide binding interpretations of the Rule. The DOE Office of Health, Safety & Security can provide technical information on implementation and enforcement guidance. HLMI will provide courtesy notification to DOE of any requests for interpretation.

### 2.3.4 Requests for Variance

HLMI will use the Rule's Subpart D process for requesting a variance when Temporary, Permanent, and National Defense Variances are needed. HLMI will inform DOE of the need for a variance and submit the request for variance to the Cognizant Secretarial Officer.

### 2.3.5 Self-Identification and Tracking System

HLMI will use the DOE voluntary Noncompliance Tracking System (NTS) and the guidelines provided in the Enforcement Process Overview to report any noncompliance. HLMI will use the existing Integrated Contractor Assurance System (iCAS) for non-NTS reportable 10 CFR 851 non-compliances.

## 3.0 WORKER SAFETY AND HEALTH PROGRAM

HLMI has an established WSHP based on contract requirements and the Rule. The overall WSHP supports the functional areas established in the Rule and provides a place of employment that is free from recognized hazards that are causing or have the potential to cause death or serious physical harm to workers (10 CFR 851.10[a]). Appendix A identifies specific implementation methods and documents as part of the WSHP.

The Hanford Site consists of multiple contractors, requiring integration of some worker safety and health activities. HLMI supports the Integrated Site Wide Standards System and provides qualified resources to represent HLMI interests on a continuing basis. Occasionally, HLMI meets with other site contractors to address site wide issues in order to provide a consistent approach to resolutions.

Work performed by/for other contractors at the Hanford Site is controlled under a series of Memoranda of Agreement (MOA). Two DOE-Prime Contractors have a key role in HLMI's ability to meet the Rule's requirements (i.e., Hanford Mission Integration Services, LLC, [HMIS], Occupational Medical Service Provider [OMSP]). To meet the 10 CFR 851.11(a)(2)(ii) requirement to coordinate and ensure there are clear roles, responsibilities, and procedures to ensure the safety and health of workers at multi-contractor workplaces, work will be authorized under MOAs, and safety will be controlled by the contractor controlling the work location. When obtaining products or services from other Hanford Site DOE Prime Contractors through the Work Authorization fund transfers, the expectation is that DOE has approved those programs in health, safety, and quality, and that these programs are acceptable to DOE with no further verification required.

HLMI supports an employee's right to raise safety and health concerns [10 CFR 851.20(b)(7)] in accordance with DOE-0400, *Hanford Site-Wide Employee Concerns Program*. HLMI encourages employees, subcontractors, and loaned labor to decline to perform a HLMI managed task that "poses an imminent risk of death or serious physical harm..." [10 CFR 851.20(b)(8)]. HLMI uses a graded approach that provides workers the right to Stop Work when they feel the hazard has not been fully addressed in accordance with DOE-0343, *Hanford Site Stop Work Procedure*.

### 3.1 Functional Areas

#### 3.1.1 Construction Safety

APPLICABLE. HLMI complies with the 10 CFR 851.23 mandated construction safety laws, codes, standards, and regulations relating to construction safety, and ensures that all reasonable steps are taken to set and communicate expectations and enforce requirements for subcontractor safety performance.

- Construction contractor is responsible for identifying a designated representative on the worksite during periods of active construction and assigning competent persons (where required by the Occupational Safety and Health Administration [OSHA]).
- Construction safety management and oversight ensures compliance with mandated codes and standards. Specific implementation methods are identified in Appendix A.
- HLMI work planning processes ensure that activities occurring in a non-construction environment trigger the appropriate construction standard requirements.

### 3.1.2 Fire Protection

LIMITED APPLICABILITY. A portion of this section does not apply to HLMI, as the contract directs this government furnished service through the HMIS Hanford Fire Department (HFD) to provide Fire Protection services. HLMI maintains qualified Fire Protection Engineering staff to ensure the design and maintenance of fire protection systems meet the Rule's requirements.

### 3.1.3 Explosives Safety

NOT APPLICABLE. HLMI contracted work scope does not include hazards derived from the use of explosives.

### 3.1.4 Pressure Safety

APPLICABLE. HLMI complies with 10 CFR 851.23 mandated safety and health laws, codes, standards, and regulations relating to maintenance and operation of pressure vessels. The DOE is designated as the "jurisdictional authority" for Pressure Vessels. The Jurisdictional Authority interpretations are to be kept on file. Any variances or exemptions pursued in the future that are beyond the Jurisdictional Authority's scope and authority, as defined in American Society of Mechanical Engineers (ASME) Boiler Pressure Code series, will be pursued through HLMI Prime Contracts and managed as exemptions or variances to DOE requirements.

### 3.1.5 Firearms Safety

NOT APPLICABLE. The HLMI contracted work scope directs this government furnished service through the HMIS Security related Protective Forces and Animal Control, which provides services that require firearms.

### 3.1.6 Industrial Hygiene

APPLICABLE. HLMI complies with 10 CFR 851.23 contractually mandated safety and health laws, codes, and standards relating to industrial hygiene. HLMI reviews for adoption more recent publications of the ACGIH TLVs, when they are more protective.

### 3.1.7 Biological Safety

NOT APPLICABLE. HLMI contracted work scope does not include hazards requiring the formation of an Institutional Biosafety Committee or equivalent as defined in 10 CFR 851 Appendix A, Section 7.

### 3.1.8 Occupational Medicine

LIMITED APPLICABILITY. HLMI obtains occupational medicine services as a government furnished service through the site OMSP. The OMSP is responsible to establish a compliant and comprehensive occupational medicine program for workers employed at HLMI that work on a DOE site for more than 30 days in a 12-month period or are enrolled for any length of time in a required medical or exposure monitoring program.



All HLMI employees, contractors and their lower tiered on-site subcontractors are to use the OMSP for medical services including medical examinations, first aid treatment, employee assistance program, and return to work evaluations. HFD provides ambulance service for urgent situations requiring care and transport.

HLMI provides the OMSP access to hazard information by promoting adequate communication, coordination, and sharing among operating and safety organizations. HLMI provides access to current information about actual or potential work-related hazards, employee job tasks, hazard analysis information, actual or potential worksite exposures, and employee essential job functions.

HLMI provides the OMSP access to the workplace for evaluation of job conditions and issues relating to worker's health. HLMI provides the opportunity and has established a forum for OMSP staff to participate in worker safety and health meetings and committees. Workplace evaluations and meetings include the HLMI Safety Council, emergency preparedness planning, and project-specific wellness and injury reduction activities.

Under the OMSP's management, employee medical, psychological, and Employee Assistance Program (EAP), records are kept confidential and protected. Access to medical records is provided in accordance with DOE regulations implementing the Privacy Act and the Energy Employees Occupational Illness Compensations Program Act.

### 3.1.9 Motor Vehicle Safety

APPLICABLE. HLMI complies with 10 CFR 851.23 mandated occupational safety laws, codes, standards, and regulations relating to motor vehicle safety.

### 3.1.10 Electrical Safety

APPLICABLE. HLMI complies with 10 CFR 851.23 mandated safety laws, codes, standards, and regulations relating to maintenance and operation of an electrical safety program. HLMI and DOE have established a process within the HLMI to identify an Authority Having Jurisdiction (AHJ) for the National Fire Protection Association (NFPA) Electrical Standards, NFPA-70<sup>®</sup>, *National Electric Code*<sup>®</sup> (NEC), for design and installation; and an AHJ for NFPA-70E<sup>®</sup>, *Standard for Electrical Safety in the Workplace*<sup>®</sup>, electrical safe work practices. Both AHJ have authority for interpretations and equivalencies in regard to the NFPA-70<sup>®</sup> and the NFPA-70E<sup>®</sup>. The AHJ is identified to DOE outside of the WSHP under a separate letter.

The Hanford Electrical Codes Board renders interpretations for safe electrical design and installation. The Hanford Workplace Electrical Safety Board renders interpretations for safe electrical work practices. Variances or exemptions requested that are beyond the AHJ's scope and authority, as defined in NEC or other NFPA documents, will be pursued through HLMI Prime Contracts as exemptions or variances to DOE requirements.

### 3.1.11 Nanotechnology Safety (Reserved)

No information is provided as the Rule has "Reserved" this section for future use.

### 3.1.12 Workplace Violence Prevention (Reserved)

No information is provided as the Rule has “Reserved” this section for future use.

### 3.2 Subcontractor

HLMI flows down the applicable requirements of the HLMI WSHP. These terms and conditions reflect requirements consistent with the Rule, Subpart C. The standard terms and conditions are contractually binding and delineate corporate and personnel safety roles and responsibilities of HLMI contractor at all tiers.

HLMI has processes and procedures to screen contract Request for Proposal submittals to evaluate safety attributes (i.e., injury rates, Workers Compensation Experience Modification Rate, and OSHA Inspection history) and ensure the hazards associated with the contracted activity are properly addressed and meet the Rule’s requirements. Depending on the scope of work and its complexity, offerors may be required to submit a safety plan for a specific hazard or activity which will then be reviewed and approved as part of the contracting process.

HLMI monitors the winning offeror’s compliance with the WSHP through routine safety inspections and reporting and tracking systems for non-compliance issues. These processes include contractor and contractor employee involvement. Safety and health non-compliance issues that cannot be immediately corrected are placed in a safe configuration until the issues can be resolved and corrective actions implemented.

## 4.0 RECORDS IDENTIFICATION

No records are generated during the performance of this plan.

## 5.0 SOURCES

### 5.1 Requirements

10 CFR 851, "Worker Safety and Health Program"

### 5.2 References

47 FR 29025, "Voluntary Protection Programs"

48 CFR § 970.5223-1 (DEAR 970.5223-1)- Integration of Environment, Safety, and Health into Work Planning and Execution

222-S Laboratory Operations Contract #89303320CEM000075

American Conference of Governmental Industrial Hygienists (ACGIH®), "Threshold Limit Values (TLV) for Chemical Substances and Physical Agents and Biological Exposure Indices"

Labor Agreement with Hanford Atomic Metal Trades Council (HAMTC) AFL-CIO

DOE-0336, *Hanford Site Lock Out/Tag Out*

DOE-0342, *Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)*

DOE-0343, *Hanford Site Stop Work Procedure*

DOE-0352, *Hanford Respiratory Protection Program (HSRPP)*

DOE-0359, *Hanford Site Electrical Safety Program (HSESP)*

DOE-0400, *Hanford Site-Wide Employee Concerns Program*

Energy Employees Occupational Illness Compensations Program Act

*Hanford 222-S Employee Handbook*

HLMI-CHRT-SH-50414, *HLMI Safety Council*

HLMI-PLN-ASYS-51063, *Quality Assurance Program Description*

HLMI-PLN-BMS-51306, *Earned Value Management System Description*

HLMI-PLN-ENG-51086, *Engineering Design Program*

HLMI-PLN-FP-51082, *Fire Protection Program*

HLMI-PLN-OPS-51112, *Nuclear Maintenance Management Program*

HLMI-PLN-SH-51037, *222-S Laboratory Complex Chemical Hygiene Plan*

HLMI-PLN-SH-51116, *Integrated Safety Management System Description*

HLMI-PLN-TQ-51126, *Personnel Training and Qualification*

HLMI-POL-SH-50701, *Safety and Health Policy*

HLMI Prime Contract – J3 Table, *Site Services – Occupational Medicine*

HLMI-PRO-ASYS-50763, *Issues Management*

HLMI-PRO-CMT-50318, *Procurement of Materials*

HLMI-PRO-CMT-50329, *Procurement of Services*

HLMI-PRO-EP-50559, *Emergency Management*

HLMI-PRO-HR-50032, *Employment*

HLMI-PRO-HR-50033, *Accommodations to Work Restrictions*

HLMI-PRO-HR-50034, *Return to Work*

HLMI-PRO-HR-50356, *Personal Time Banks and Other Absences*

HLMI-PRO-HR-50367, *Termination of Employment*

HLMI-PRO-HR-50374, *Fitness for Duty and Work Suitability*

HLMI-PRO-SH-51302, *Injury and Illness Recordkeeping*

HLMI-PRO-IRM-50387, *Records Management*

HLMI-PRO-OPS-50674, *Occurrence Reporting*

HLMI-PRO-OPS-50675, *Operating Experience/Lessons Learned*

HLMI-PRO-SH-50572, *Hazard Communication*

HLMI-PRO-SH-50574, *Employee Job Task Analysis*

HLMI-PRO-SH-50575, *Industrial Hygiene Monitoring, Reporting and Records Management*

HLMI-PRO-SH-50576, *Laser Safety*

HLMI-PRO-SH-50578, *Industrial Hygiene Exposure Assessments*

HLMI-PRO-SH-50881, *Injury and Illness Events*

HLMI-PRO-SH-50883, *Personal Protection Equipment*

HLMI-PRO-SH-50885, *Job Hazard Analysis*

HLMI-PLN-SH-51037, *222-S Laboratory Complex Chemical Hygiene Plan*

HLMI-PRO-SH-51047, *Safety Inspection Programs*

HLMI-STD-BSM-51344, *HLMI Code of Business Ethics and Conduct*

HLMI-STD-ENG-50501, *Alteration and Repair of Pressure Systems, Piping, and Vessels*

HLMI-STD-FP-50565, *Fire Marshal Permits, Combustible Controls, and Construction/Occupancy Requirements*

HLMI-STD-SH-50590, *Hearing Conservation Program*

HLMI-STD-SH-50894, *Motor Vehicle Safety*

HLMI-STD-TQ-50935, *HLMI Training Implementation Matrix*

HMIS-PLN-SP-41080, *Hanford Integrated Site Wide Safety Standards Management Plan*

HMIS-PRO-TRANS-37561, *Department of Transportation Federal Motor Carrier Safety Management Plan*

HMIS-RD-TRANS-27562, *Commercial Driver License Holder's Drug & Alcohol Testing Requirements*

HNF-12125, *222-S Laboratory Documented Safety Analysis*

HNF-14733, *222-S Laboratory Technical Safety Requirements*

HNF-63678, *Administrative Interface Agreement Between Hanford Mission Integration Solutions and Hanford Laboratory Management Integration*

Letter from R.A. Dodd to G.F. Champlain, Transition Deliverable T16 Worker Safety and Health Program Plan, Hanford 222-S Laboratory Contract No. 89303320CEM000075, HLMI-21-0069, dated March 8, 2021

Letter from G.F. Champlain to R.A. Dodd, U.S. Department of Energy Approval of Contract Transition Deliverable T-16, Worker Safety and Health Program Plan, 21-SHD-001033, dated March 24, 2021

NFPA-70®, *National Electrical Code*®

NFPA-70E®, *Standard for Electrical Safety in the Workplace*®

Privacy Act

**APPENDIX A - 10 CFR 851 IMPLEMENTATION MATRIX**

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.20</b>	<b>Management Responsibilities and Worker Rights and Responsibilities</b>		
851.20(a)	Management Responsibilities	HLMI-POL-SH-50701	<i>Safety and Health Policy</i>
851.20(a)(1)	Establish Policy, Goals, and Objectives	HLMI-POL-SH-50701	<i>Safety and Health Policy</i>
		HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.20(a)(2)	Use Qualified Staff	HLMI-PRO-HR-50032	<i>Employment</i>
		HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
851.20(a)(3)	Hold Personnel Accountable	N/A	<i>Hanford 222-S Employee Handbook</i>
851.20(a)(4)	Involve Workers	HLMI-POL-SH-50701	<i>Safety and Health Policy</i>
		HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.20(a)(5)	Provide Workers Access to Information	HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.20(a)(6)	Establish Procedures for Worker Reporting	DOE-0343	<i>Hanford Site Stop Work Procedure</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		DOE-0400	<i>Hanford Site-Wide Employee Concerns Program</i>
		HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.20(a)(7)	Respond Promptly to Worker Reports	DOE-0343	<i>Hanford Site Stop Work Procedure</i>
		DOE-0400	<i>Hanford Site-Wide Employee Concerns Program</i>
851.20(a)(8)	Communicate Regularly with Workers	HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.20(a)(9)	Establish Stop Work Procedures	DOE-0343	<i>Hanford Site Stop Work Procedure</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
851.20(a)(10)	Inform Workers of Their Rights	Course: 000006	<i>Hanford General Employee Training (HGET)</i>
		Facility Postings	“Worker Bill of Rights” and “DOE It’s the Law”
851.20(b)	Worker Rights and Responsibilities	HLMI-POL-SH-50701	<i>Safety and Health Policy</i>
		Facility Postings	“Worker Bill of Rights” and “DOE It’s the Law”
851.20(b)(1)	Participate in Activities on Official Time	Labor Agreement	<i>Labor Agreement with Hanford Atomic Metal Trades Council (HAMTC) AFL-CIO</i>
851.20(b)(2)	Have Access to Safety and Health Documents	HLMI Intranet Site Map	<i>Electronic Library/DOE RL Directives</i>
		www.energy.gov/ehss	<i>DOE-HQ Office of Environment, Health, Safety and Security</i>
		HLMI Virtual Manual (S&H)	<i>Occupational Safety &amp; Health Intranet Web Page</i>
851.20(b)(3)	Be Notified of Overexposures	HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
851.20(b)(4)	Observe Monitoring	Facility Postings	“Worker Bill of Rights” and “DOE It’s the Law”
851.20(b)(5)	Accompany DOE Officials on Inspections	Labor Agreement	<i>Labor Agreement with Hanford Atomic Metal Trades Council (HAMTC) AFL-CIO</i>
851.20(b)(6)	Request Results of Inspections and Investigations	Facility Postings	“Worker Bill of Rights” and “DOE It’s the Law”
851.20(b)(7)	Express Concerns Related to Safety & Health	DOE-0400	<i>Hanford Site-Wide Employee Concerns Program</i>
851.20(b)(8)	Decline Tasks Posing Imminent Danger	DOE-0343	<i>Hanford Site Stop Work Procedure</i>
851.20(b)(9)	Stop Imminently Dangerous Work	DOE-0343	<i>Hanford Site Stop Work Procedure</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.21</b>	<b>Hazard Identification and Assessment</b>		
851.21(a)	Establish Procedures to Identify Hazards and Assess Risks	HLMI-PRO-SH-50572	<i>Hazard Communication</i>
		DOE-0342	<i>Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)</i>
		HLMI-STD-FP-50565	<i>Fire Marshal Permits, Combustible Controls, and Construction/Occupancy Requirements</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
851.21(a)(1)	Assess Workers Exposures	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		HLMI-PLN-ASYS-51063	<i>Quality Assurance Program Description</i>
851.21(a)(2)	Document Hazard Assessment	HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-STD-FP-50565	<i>Fire Marshal Permits, Combustible Controls, and Construction/Occupancy Requirements</i>
		DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
851.21(a)(3)	Record Results	HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
851.21(a)(4)	Analyze Designs for Potential Hazards	HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
		HLMI-PLN-ENG-51086	<i>Engineering Design Program</i>



Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
851.21(a)(5)	Evaluate Operations, Procedures, and Facilities	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
851.21(a)(6)	Perform Activity-Level Hazard Analysis	HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
851.21(a)(7)	Review Safety and Health Experience	HLMI-PRO-OPS-50675	<i>Operating Experience/Lessons Learned</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
851.21(a)(8)	Consider Interaction with Other Hazards, Such as Radiological Hazards	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
851.21 (b)	Submit List of closure Facility Hazards to Head of DOE Field Element	Letter: HLMI-080086A R1, Transmittal of 10 CFR 851 "Worker Safety and Health Program Description," attachment 3	<i>HLMI Closure Facilities with Closure Facility Hazards List</i>
851.21(c)	Obtain Baseline	HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		HLMI-PRO-SH-51047	<i>Safety Inspection Programs</i>
		HNF-12125	<i>222-S Laboratory Documented Safety Analysis</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.22</b>	<b>Hazard Prevention and Abatement</b>		
851.22(a)	Establish and Implement a Hazard Prevention and abatement Process	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-PLN-SH-51037	<i>222-S Laboratory Complex Chemical Hygiene Plan</i>
		HLMI-PRO-SH-51047	<i>Safety Inspection Programs</i>
		HLMI-CHRT-SH-50414	<i>HLMI Safety Council</i>
		HNH-14733	<i>222-S Laboratory Technical Safety Requirements</i>
		HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
851.22(a)(1)	Incorporate Controls into Facility Designs and Procedure(s)	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-PLN-ENG-51086	<i>Engineering Design Program</i>
851.22(a)(2)	Prioritize and implement abatement actions according to worker risks	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
851.22(b)	Select Hazard Controls Based on Standard Hierarchy of Controls	HMI-PLN-SH-51037	<i>222-S Laboratory Complex Chemical Hygiene Plan</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-PRO-SH-50572	<i>Hazard Communication</i>
851.22(b)(1)	Elimination or Substitution of the Hazard	HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-PRO-SH-50572	<i>Hazard Communication</i>
851.22(b)(2)	Engineering Controls	HLMI-PLN-ENG-51086	<i>Engineering Design Program</i>
		HLMI-PLN-SH-51116	<i>Integrated Safety Management System Description</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
851.22(b)(3)	Work Practices and Administrative	HLMI-PRO-SH-50572	<i>Hazard Communication</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
851.22(b)(4)	Personal Protective Equipment	HLMI-PRO-SH-50883	<i>Personal Protective Equipment</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		DOE-0352	<i>Hanford Site Respiratory Protection Program (HSRPP)</i>
		DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
851.22(c)	Address Hazards When Selecting or Purchasing Equipment, Products, or Services	DOE-0352	<i>Hanford Site Respiratory Protection Program (HSRPP)</i>
		HLMI-PRO-CMT-50318	<i>Procurement of Materials</i>
		HLMI-PRO-CMT-50329	<i>Procurement of Services</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.23</b>	<b>Workplace Safety and Health Standards</b>		
851.23 (a) & (b)	Comply with Standards Applicable to Hazards in Their Workplaces	HMIS-PLN-SP-41080	<i>Hanford Integrated Site Wide Safety Standards Management Plan</i>
		HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
		DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
		HLMI-PLN-OPS-51112	<i>Nuclear Maintenance Management Program</i>
		HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
		DOE-0352	<i>Hanford Site Respiratory Protection Program (HSRPP)</i>
		HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
		DOE-0342	<i>Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)</i>
		HLMI-PRO-SH-50576	<i>Laser Safety</i>
HLMI-PRO-SH-50881	<i>Injury and Illness Events</i>		
<b>851.24</b>	<b>Functional Areas</b>		
851.24 (a), (b)	Have a Structured Approach to Safety and Health Program That Covers Functional Areas Listed in App. A.	HLMI Contract – J3 Table	<i>Site Services – Occupational Medicine</i>
		Laboratory Procedure System	<i>Virtual Manuals: Safety &amp; Health, Industrial Hygiene, Fire Protection, Procurement/Contracts, Engineering, Emergency Preparedness, Maintenance, Facility Operations, Training and Qualification, Work Control and Employee Concerns.</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.25</b>	<b>Training and Information</b>		
851.25 (a)	Ensure That All Workers Are Trained on The Hazards to Which They Are Exposed	HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
		HLMI-STD-TQ-50935	<i>HLMI Training Implementation Matrix</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
		HLMI-STD-SH-50590	<i>Hearing Conservation Program</i>
		DOE-0352	<i>Hanford Site Respiratory Protection Program (HSESP)</i>
		DOE-0342	<i>Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)</i>
851.25 (b)(1)	Provide Training for New Workers Before or at the Time of Initial Assignment	HLMI-STD-TQ-50935	<i>HLMI Training Implementation Matrix</i>
		HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
851.25 (b)(2)	Provide Periodic Training as Needed	HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
851.25 (b)(3)	Provide Training About New Hazards	HLMI-STD-TQ-50935	<i>HLMI Training Implementation Matrix</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
		HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
851.25 (c)	Train Workers Who Have Safety & Health Program Responsibilities	HLMI-PLN-TQ-51126	<i>Personnel Training and Qualification</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.26</b>	<b>Recordkeeping and Reporting</b>		
851.26 (a)(1)	Establish and Maintain Complete Safety and Health Records	HLMI-PRO-SH-51047	<i>Safety Inspection Programs</i>
		HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
		HLMI-STD-SH-50590	<i>Hearing Conservation Program</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		HLMI-PRO-IRM-50387	<i>Records Management</i>
851.26 (a)(2)	Record and Report Injuries and Illnesses Accurately	HLMI-PRO-SH-51302	<i>Injury and Illness Recordkeeping</i>
		HLMI-PRO-SH-50881	<i>Injury and Illness Events</i>
		HLMI Contract – J3 Table	<i>Site Services – Occupational Medicine</i>
851.26 (a)(3)	Comply with all Applicable Injury/Illness Recordkeeping Requirements	HLMI-PRO-SH-51302	<i>Injury and Illness Recordkeeping</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
851.26(a)(4)	Do Not Conceal or Destroy Information Regarding Non-Compliance	HLMI-PRO-IRM-50387	<i>Records Management</i>
		HLMI-STD-BSM-51344	<i>HLMI Code of Business Ethics and Conduct</i>
851.26 (b)(1)	Report and Investigate Accidents, Injuries, and Illness	HLMI-PRO-SH-50881	<i>Injury and Illness Events</i>
851.26 (b)(2)	Analyze Related Data for Trends and Lessons Learned	HLMI-PLN-BMS-51306	<i>Earned Value Management System Description</i>
		HLMI-PRO-OPS-50675	<i>Operating Experience/Lessons Learned</i>
		HLMI-PRO-ASYS-50763	<i>Issues Management</i>

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
<b>851.27</b>	<b>Materials Incorporated by Reference</b>		
851.27 (a-e)	Reference Sources	HLMI-PLN-ENG-51086	<i>Engineering Design Program</i>
		HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
		HLMI-PRO-OPS-50674	<i>Occurrence Reporting</i>
<b>Appendix A</b>	<b>Worker Safety and Health Functional Areas</b>		
1	Construction Safety	HLMI-PRO-CMT-50318	<i>Procurement of Materials</i>
		HLMI-PRO-CMT-50329	<i>Procurement of Services</i>
		HLMI-PRO-SH-50885	<i>Job Hazard Analysis</i>
2	Fire Protection	HLMI-STD-FP-50565	<i>Fire Marshal Permits, Combustible Controls, and Construction/Occupancy Requirements</i>
		HLMI-PLN-FP-51082	<i>Fire Protection Program</i>
		HLMI-PRO-EP-50559	<i>Emergency Management</i>
3	Explosives Safety	Not Applicable	Not Applicable
4	Pressure Safety	HLMI-STD-ENG-50501	<i>Alteration and Repair of Pressure Systems, Piping, and Vessels</i>
5	Firearms Safety	Not Applicable	Not Applicable

Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
6	Industrial Hygiene	HLMI-PRO-SH-50575	<i>Industrial Hygiene Monitoring, Reporting and Records Management</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
		HLMI-STD-SH-50590	<i>Hearing Conservation Program</i>
		HLMI-PRO-SH-50578	<i>Industrial Hygiene Exposure Assessments</i>
		DOE-0352	<i>Hanford Site Respiratory Protection Program (HSESP)</i>
		DOE-0342	<i>Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)</i>
7	Biological Safety	Not Applicable	Not Applicable



Rule		HLMI Management System Documents/Process	
Section	Subject	Document Number	Document Title
8	Occupational Medicine	DOE-0352	<i>Hanford Site Respiratory Protection Program (HSESP)</i>
		HNH-63678	<i>AIA between HMIS and HLMI</i>
		HLMI-PRO-SH-50574	<i>Employee Job Task Analysis</i>
		HLMI-PRO-HR-50367	<i>Termination of Employment</i>
		DOE-0342	<i>Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)</i>
		HLMI-PRO-HR-50356	<i>Personal Time Bank and Other Absences</i>
		HLMI-PRO-HR-50033	<i>Accommodations to Work Restrictions</i>
		HLMI-PRO-SH-50881	<i>Injury and Illness Events</i>
		HLMI-PRO-HR-50374	<i>Fitness for Duty and Work Suitability</i>
		HLMI-STD-SH-50590	<i>Hearing Conservation Program</i>
		HLMI-PRO-HR-50034	<i>Return to Work</i>
		HLMI Prime Contract – J3 Table	<i>Site Services – Occupational Medicine</i>
9	Motor Vehicle Safety	HLMI-STD-SH-50894	<i>Motor Vehicle Safety</i>
		HMIS-RD-TRANS-27562	<i>Commercial Driver License Holder's Drug &amp; Alcohol Testing Requirements</i>
		HMIS-PRO-TRANS-37561	<i>Department of Transportation Federal Motor Carrier Safety Management Plan</i>
10	Electrical Safety	DOE-0359	<i>Hanford Site Electrical Safety Program (HSESP)</i>
		DOE-0336	<i>Hanford Site Lockout/Tagout Procedure</i>
11	Nanotechnology Safety	Reserved	Reserved

<b>Rule</b>		<b>HLMI Management System Documents/Process</b>	
<b>Section</b>	<b>Subject</b>	<b>Document Number</b>	<b>Document Title</b>
12	Workplace Violence Prevention	Reserved	Reserved