



SESAC MEMBERSHIP CRITERIA & STANDARDS

GENERAL MEMBERSHIP REQUIREMENTS

MEMBERSHIP SAFETY PROGRAM ITEM	EXPLANATION OR DESCRIPTION
Dues Paid ¹	The membership dues are described in the Bylaws and are due and payable monthly. (also see enforcement policy)
Active Erector or Fabricator/Erector ¹	The membership criteria is explained in the Bylaws. Only active erectors or fabricators engaged in erection activities are measured by this criteria. Associate members are not, nor are fabrication activities, when they take place in a fab shop.
Written Safety Policy meeting minimum standards ¹	As part of a Safety Program the erector must have an affirmative policy on safety, endorsed or signed by the company's leadership/key supervisor.
Compliance with Program? ¹ Abatement Activity ¹	<p>A formal written safety program is required. Most members have the current policy, issued by SESAC safety consultants, and updated periodically/annually. This policy is crafted to exceed the suggested points published by OSHA and is then personalized for each member company dependent on that company's progress in safety management and individual policies. Each member is measured against their own policies, as well as the SESAC minimum standards.</p> <p>The member is expected to be able to show that it complies with its own program. Through training, inspection, and abatement documentation, we should be able to see how the program works in each members company.</p>
Meetings (Goal attend 50%) ¹	Meetings are held every other month by the SESAC safety Administrators. Each member should have at least 50% attendance as a goal. These meetings are training, administrative, and policy oriented.
Self Inspection Periodically ¹	The member is expected to self police their employees, by periodic job site inspections,
Periodic Inspections? ¹	The member should conduct periodic inspections on their own work, either by foremen audits, or a roving superintendent, or safety designee, or the SESAC safety consultants, or insurance consultants, or a combination of these. The major emphasis should be on job site inspections and self audits, with some accountability for the foremen and the other on-site personnel of various tiers.
Supervisor Training	The member should spend some time in orientation and training of their company supervisors. Preferably this training should be documented, but needn't be structured or task specific. Training of supervisors on skill and task issues is important here, but development of the supervisors leadership and enforcement skills as well as communication and motivational skills is of greater importance. Training both informal and formal is accepted and can be sponsored/conducted from a third party provider or from inside resources.
Employee Orientation and Training ¹	The member should show that they have employee orientation for new hires and some training for employees on skills, as well as safety policy and procedures. Both informal and formal training is accepted. Some documentation is important, including tool box topics, supervisors notebooks or daily reports and third party records/certificates are good.
Immediate supervisor(s) involved in accident/incident investigations?	The foremen must be a part of all incident investigations and reporting. The foremen and the superintendents (project managers) must interact after an accident to determine what happened and to have an action plan to prevent it from happening again, if possible. Supervisor, employee, and witness statements are necessary to determine the root cause. This is important for all incidents and "near misses:" but must be documented for a doctors case. In a small company the owner or executive may be involved in each accident investigation, but the foremen's responsibility to assess and act on the information is most important - as is the foemen's accountability to correct future exposures and behaviors.

Safety Equipment available? ¹	The company must have suitable safety equipment available for their employees or insure that the employees bring the appropriate equipment with them to work.
100% fall protection program for all steel erection over 6 feet	There are no exceptions for connectors or leading edge deck personnel.
Injury record analyses (annually)	The member should have his records checked at least annually and analyzed for trends or hazardous conditions or behaviors that may be evident from comparisons of all accidents. SESAC Safety administrators do this each January prior to the posting requirements of Feb 1, 1996.

¹ Note: All new members must have an initial safety program evaluation by the SESAC Safety Consultants, may be on "probation", and are expected to meet membership guidelines and must set goals, with the assistance of the SESAC Safety Administrators, to meet the criteria and develop their safety program during the first year of membership