



Hearing Conservation Program

Administration

It is the policy of this company to institute an occupational hearing conservation program for our construction workers to prevent any temporary or permanent noise-induced hearing loss to employees, and to comply with the federal OSHA standard found at 29 CFR 1926.52 and 29 CFR 1910.95.

This written hearing conservation plan serves as a record of the details of the hearing conservation program in place at this company. We have this program in place to protect the hearing of all workers in the company. Elements of the hearing conservation program include:

- Monitoring,
- Audiometric testing program,
- Hearing Protection,
- Training and Information, and
- Record keeping.

The Project Manager has overall responsibility for coordinating safety and health programs in this company. He is also the person having overall responsibility for the Hearing Conservation Program. The Project Manager will review and update the program, as necessary.

Copies of the written program may be obtained from the EMA written Safety and Health manual or by contacting the corporate office.

Monitoring

The monitoring program is in place to provide an ongoing means of determining employee exposure to noise and protect employees based on excessive exposure.

When information indicates that any employee's exposure may equal or exceed an 8-hour time-weighted average of 85 decibels, the company develops and implements an appropriate monitoring program to identify all employees for inclusion in the hearing conservation program and to select proper hearing protection.

To determine employee exposure to noise, we use a certified audiologist or a designated person to conduct monitoring of our job sites and typical operations. Any time our operations change, we will again conduct monitoring of the workplace for noise levels.

The company notifies all employees exposed at or above an 8-hour time-weighted average of 85 decibels of the results of the monitoring by posting in a conspicuous place in the main office and at the job site trailer.

EMA provides an opportunity for affected employees or their representatives to observe any noise measurements conducted. The company selects proper hearing devices for affected employees by utilizing Appendix B of 1910.95, "Methods for Estimating the Adequacy of Hearing Protection Attenuation", for our specific work environments.

Monitoring is repeated whenever a change in production, process, equipment or controls increases noise exposures to the extent that either additional employees may be exposed at or above the action level or the attenuation provided by hearing protectors being used by employees may be rendered inadequate to meet the requirements of noise reduction.

The audiometric testing program is in place and available at no cost to all affected employees to ensure that noise exposures are kept at proper levels.

Audiometric Testing Program

The program ensures that a valid baseline audiogram is established for exposed employees within 6 months of their first exposure (or within one year if mobile vans are used, with employees wearing hearing protection for any period exceeding six months) by ensuring the audiogram is preceded by at least 14 hours of non occupational noise exposure.

Audiometric testing is repeated annually when EMA activities fall under the scope of this program.

If standard threshold shift has occurred, EMA will inform employees in writing within 21 days. In addition, EMA will:

1. Ensure that employees not using hearing protectors are now fitted with hearing protectors, trained in their use and care, and required to use them.
2. Go through the refitting and retraining process for employees already using hearing protectors.
3. Determine if a referral for a clinical audiological evaluation or an otological examination, as appropriate, is necessary if there is reason to suspect that a medical pathology of the ear is caused or aggravated by the wearing of hearing protectors.
4. Inform the employee of the need for an otological examination if a medical pathology of the ear that is unrelated to the use of hearing protectors is suspected.

If subsequent audiometric testing of an employee whose exposure to noise is less than an 8-hour (time weighted average)TWA of 90 decibels indicates that a standard threshold shift is not persistent, the company informs the employee of the new audiometric interpretation and discontinues the required use of hearing protectors for that employee.

Hearing Protection

The company makes hearing protectors available to all employees exposed to an 8-hour time-weighted average of 85 decibels or greater at no cost to the employees.

EMA ensures use of available hearing protection by all affected employees when necessary based on the job site hazard assessment.

EMA ensures that employees have a variety of suitable protectors that attenuate (lower) employee exposure at least to an 8-hour time-weighted average of 90 decibels, or 85 decibels or lower for employees who have experienced a standard threshold shift in their hearing.

EMA has a variety of suitable hearing protection for employees to choose from. All are approved and have appropriate NRR's. (Noise Reduction Ratings).

The company ensures evaluation for adequacy of the hearing protection attenuation for the specific noise environments in which the protector will be used, according to specifications given in Appendix B of 1910.95, "Methods for Estimating the Adequacy of Hearing Protection Attenuation".

The company reevaluates attenuation whenever employee noise exposures increase to the extent that current hearing protectors no longer provide adequate attenuation, and then provides more effective hearing protection.

Training and Information

EMA has a hearing protection training program for all employees exposed to noise at or above an 8-hour time-weighted average of 85 decibels. All employees exposed above 85 decibels must participate in the hearing protection training program.

The company makes copies of the standard (29 CFR 1910.95, Occupational Noise Exposure), and its appendices, available to affected employees or their representatives. For a copy of the standard contact the Project Manager or the corporate office.

The company repeats the training program on an annual basis in the form of safety meetings or at our annual safety training. The company assures that the training material is updated to be consistent with changes in the protective equipment and work processes by evaluating all facets of the program and the work environment on an annual basis.

EMA assures that each affected employee is informed of at least the following information:

- The effects of noise on hearing;
- The purpose of hearing protectors, the advantages, disadvantages, and attenuation of various types, and instructions on selection, fitting, use, and care; and
- The purpose of audiometric testing, and an explanation of test procedures.

The company makes informational materials pertaining to the Occupational Noise Exposure standard that are supplied to it by OSHA available to affected employees or their representatives.

Record keeping

Record keeping is an essential element of the hearing conservation program, since it is the means by which hearing levels are tracked and assessed over a period of years. The company has in place a series of measures to maintain comprehensive and up-to-date records.

The company maintains accurate records of all employee exposure measurements required by the monitoring program of this regulation at the corporate office.

EMA also maintains accurate records of all employee audiometric test records obtained pursuant to paragraph (g) of 1910.95 at the corporate office.

EMA retains noise exposure measurement records for two years and audiometric test records for the duration of the affected employee's employment plus 30 years.

The company provides access to records to employees, former employees, representatives designated by the individual employee, and OSHA, upon request according to the following method: All records required must be provided upon request to employees, former employees,

representatives designated by the individual employee, and OSHA

