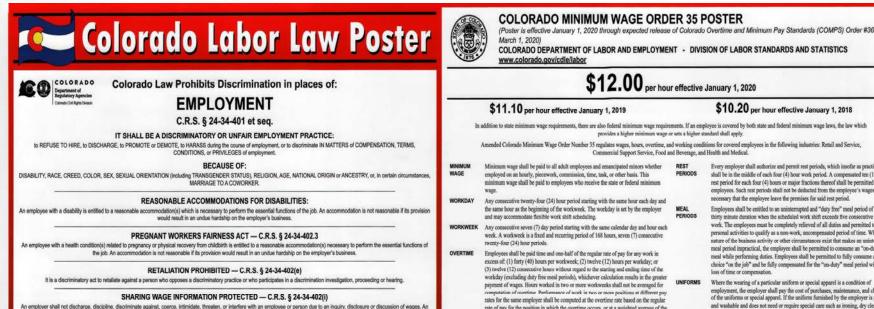


don't report your injury or occupational disease promptly your benefits may be reduced.

If you are unable to work as the result of a work-related injury or occupational disease,

wage up to a maximum set by law. No compensation is payable for the first 3 days' disability unless the period of disability exceeds two weeks.

ensation (wage replacement) benefits will be based on 2/3 of your average week



\$8.98 per hour effective January 1, 2020 1560 BROADWAY, LOBBY WELCOME CENTER, SUITE # 110, DENVER, CO 80202

MUST BE POSTED IN AN AREA FREQUENTED BY EMPLOYEES WHERE IT MAY BE EASILY REA

cdle_labor_standards@state.co.us | 303-318-8441 | 1-888-390-7936 C.R.S. § 24-34-601 et seq. PLACE OF PUBLIC ACCOMMODATION MEANS: COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT
DIVISION OF LABOR
www.colorado.gov/cdle/labor Y PLACE OF BUSINESS engaged in any SALES to the PUBLIC and ANY PLACE OFFERING SERVICES, FACILITIES, PRIVILEGES, ADVANTAGES, or ACCOMMODATIONS to t

IT IS A DISCRIMINATORY PRACTICE AND UNLAWFUL FOR A PERSON DIRECTLY OR INDIRECTLY TO NOTICE OF PAYDAYS SERVICE ANIMALS C.R.S. § 24-34-803:

or visit our website at www.colorado.gov/cdle/dwc.

COLORADO DIVISION OF WORKERS' COMPENSATION

633 17TH Street, Suite 400, Denver, CO 80202-3626

place of employment

Every employer shall post and keep posted conspicuously at the oyees come or go to their places of work, or at the office or nearest ular paydays and the time and place of payment, in accordance w e provisions of section 8-4-103, and also any changes concerning

EMPLOYEES ARE PAID ON REGULAR PAYDAYS AS FOLLOWS

Pay periods can be no greater duration than a calendar month or 30 days,

whichever is longer. Paydays must occur no later than 10 days following the

his form is provided as a courtesy by the Colorado Division of Labor. Other Noti aydays Posters may be acceptable provided that they contain the elem-mation required by 8-4-107, C.R.S.

ninterrupted and "duty free" meal period o

ach deposit. The entire deposit shall be returned to the employee when the uni

deducted from the employee's wages or deposit.

WARNING

IF YOU ARE INJURED ON THE JOB, WRITTEN NOTICE OF YOUR INJURY MUST BE GIVEN TO YOUR EMPLOYER WITHIN FOUR WORKING DAYS AFTER THE ACCIDENT, PURSUANT TO **SECTION 8-43-102(1) AND (1.5)** COLORADO REVISED STATUTES.

IF THE INJURY RESULTS FROM YOUR USE OF ALCOHOL OR CON-TROLLED SUBSTANCES, YOUR **WORKERS' COMPENSATION** DISABILITY BENEFITS MAY BE REDUCED BY ONE-HALF IN AC-**CORDANCE WITH SECTION** 8-42-112.5, COLORADO REVISED STATUTES.





EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

EMPLOYEE RIGHTS

UNDER THE FAMILY AND MEDICAL LEAVE ACT

IE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take of FMLA leave in a single-12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employee may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid feave white taking FMLA leave. If an employ substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave polici

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose

itle I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and

employees 40 years of age or older from discrimination based on age in hiring, promotion,

discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employmen

to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

undue hardship. Section 503 also requires that Federal contractors take affirmative

ne Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38

DISABLED RECENTLY SEPARATED, OTHER PROTECTED.

ND ARMED FORCES SERVICE MEDAL VETERANS

programs or activities which receive Federal financial assistance.

RACE, COLOR, NATIONAL ORIGIN, SEX

EEOC-P/E-1 (Revised 11/09)

mploy and advance in employment qualified individuals with disabilities at all levels of

S.C. 4212, prohibits job discrimination and requires affirmative action to employ and

INDIVIDUALS WITH DISABILITIES

individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, RETALIATION

mental limitations of an otherwise qualified individual with a disability who is an applicant or unlawful employment practice.

ination prohibited by Title VII of the Civil Rights Act, as amended,

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from RETALIATION

the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages information about charge filing, is available at www.eeoc.gov.

yee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The

al governments are not affected by the law. Also, the law does not apply to eral Government to certain private individuals engaged in national

TO BE FREE FROM

Equal Employment Opportunity is

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions,

employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

itle VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and

inge benefits, job training, classification, referral, and other aspects of employment. Disability

All of these Federal laws prohibit covered entities from retaliating against a person who files a

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontra

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, discharge or release from active duty), other protected veterans (veterans who served during

iscrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, Retaliation is prohibited against a person who files a complaint of discrimination, participates

n otherwise qualified individual with a disability who is an applicant or employee, barring

Any person who believes a contractor has violated its nondiscrimination or affirmative action

Government, Department of Labor.

religion, sex or national origin, and requires affirmative action to ensure equality of opportunity war or in a campaign or expedition for which a campaign badge has been authorized), and

the common of the control of the con

referral, and other aspects of employment, on the basis of race, color, religion, sex (including pay, fringe benefits, job training, classification, referral, and other aspects of employment.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

www.dol.gov/whd

GINA also restricts employers' acquisition of genetic information and strictly limits disclosure

applicants, employees, or their family members; the manifestation of diseases or disorders in

family members (family medical history); and requests for or receipt of genetic services by

charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an

There are strict time limits for filing charges of employment discrimination. To preserve the

ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or

office information is available at www.ecoc.gov or in most telephone directories in the U.S.

advance in employment disabled veterans, recently separated veterans (within three years of

Armed Forces service medal veterans (veterans who, while on active duty, participated in a

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor

O Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202

693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by

calling an OFCCP regional or district office, listed in most telephone directories under U.S.

U.S. military operation for which an Armed Forces service medal was awarded).

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

applicants, employees, or their family members.

1-866-4-USWAGE 38 WHD

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-bazardous jobs with certain work hours restrictions. Different jobs and to apply in acrigitural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free

stances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may be assessed for each violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubted when the violations are determined to be willful or repeated. The law also prohibits retailating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ons apply to workers in American Samoa, the Commonwealth of the Northern Mariana Special provisions apply to workers in American Samoa, the Commonweath of the Northern Mariana Islands, and the Commonwealth of Puerto Ricio.
 Some state laws provide greater employee protections; employers must comply with both.
 Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
 Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

Occupational Safety and Health Administration

Job Safety and Health IT'S THE LAW!

A safe workplace.

■ Provide employees a workplace free from ■ Raise a safety or health concern with your recognized hazards. It is illegal to retaliate against an employee for using any of their employer or OSHA, or report a workrights under the law, including raising a related injury or illness, without being retaliated against. health and safety concern with you or with OSHA, or reporting a work-related injury ■ Receive information and training on job

hazards, including all hazardous substances in your workplace. ■ Comply with all applicable OSHA ■ Request an OSHA inspection of your standards. workplace if you believe there are unsafe Report to OSHA all work-related fatalities or unhealthy conditions. OSHA will keep within 8 hours, and all inpatient your name confidential. You have the right

hospitalizations, amputations and losses to have a representative contact OSHA on your behalf. Provide required training to all workers in a ■ Participate (or have your representative language and vocabulary they can participate) in an OSHA inspection and speak in private to the inspector.

 Prominently display this poster in the ■ File a complaint with OSHA within 30 days (by phone, online or by mail) if you workplace. have been retaliated against for using Post OSHA citations at or near the place your rights. of the alleged violations

■ See any OSHA citations issued to your FREE ASSISTANCE to identify and correct hazards is available to small and medium-■ Request copies of your medical records, sized employers, without citation or penalty, tests that measure hazards in the through OSHA-supported consultation workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

M MSEC



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov



n addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI

Programs or Activities Receiving Federal Financial Assistance

iscrimination in providing services under such programs. Title IX of the Education mendments of 1972 prohibits employment discrimination on the basis of sex in educational providing such assistance. EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

f the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color discrimination on the basis of disability in any program or activity which receives Federal with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

receives Federal financial assistance, you should immediately contact the Federal agency

IF YOU HAVE THE **RIGHT TO WORK**



DON'T LET ANYONE TAKE IT AWAY

and national origin.

you have the skills, experience, and legal right to work, your Retaliates against you because you are speaking up for enship or immigration status shouldn't get in the way. your right to work as protected by this law (the law prohibits Neither should the place you were born or another aspect of retaliation at 8 U.S.C. § 1324b(a)(5)) gally-authorized workers from discrimination based on their

The law can be complicated. Call IER to get more information our national origin. A part of U.S. immigration laws protects nship status and national origin. You can read this law at on protections from discrimination based on citizenship status U.S.C. § 1324b.

The Immigrant and Employee Rights Section (IER) may be Immigrant and Employee Rights Section (IER) able to help if an employer treats you unfairly in violation 1-800-255-7688 he law that IER enforces is 8 U.S.C. § 1324b. The regulations www.justice.gov/ier

all IER if an employer: Does not hire you or fires you because of your national origin r citizenship status (this may violate a part of the law at 8 Rights Section, January 2019

eats you unfairly while checking your right to work in the J.S., including while completing the Form I-9 or using E-Verify (this may violate the law at 8 U.S.C. § 1324b(a)(1) or (a)(6))

is guidance document is not intended to be a final agency action, has no legally binding effect, and has no force or effect of law. The ment may be rescinded or modified at the Department's discretion, in accordance with applicable laws. The Department's guidance uments, including this guidance, do not establish legally enforceable responsibilities beyond what is required by the terms of th

applicable statutes, regulations, or binding judicial precedent. For more information, see "Hemorandum for All Components: Prohibition of Improper Guidance Documents," from Attorney General Jefferson B. Sessions III, November 16, 2017.

Esta Organización This Organization Participa en E-Verify

Código de los EE. UU.)



This employer participates in E-Verify and will al gobierno federal la información de su Formulario provide the federal government with your Form I-9 information to confirm that you are authorized to

If E-Verify cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact Department of Homeland Security (DHS) or Social Security Administration (SSA) so you can begin to resolve the issue before the employer can take de que el empleador pueda tomar cualquier acción en any action against you, including terminating your

Employers can only use E-Verify once you have accented a job offer and completed the Form I-9.

E-Verify Works for Everyone

For more information on E-Verify, or if you believe that your employer has violated its E-Verify responsibilities, please contact DHS.

E-Verify Funciona Para Todos Para más información sobre E-Verify, o s usted cree que su empleador ha violado sus responsabilidades de E-Verify, por favor contacte a DHS.

1-9 para confirmar que usted está autorizado para

autorizado para trabajar, este empleador está requerido

a darle instrucciones por escrito y una oportunidad

de contactar al Departamento de Seguridad Naciona

(DHS) o a la Administración del Seguro Social (SSA

su contra, incluvendo la terminación de su empleo.

os empleadores sólo pueden utilizar E-Verify una

vez que usted haya aceptado una oferta de trabajo y

dhs.gov/e-verify

888-897-778

E-VERIFY IS A SERVICE OF DHS AND SSA

SI USTED TIENE

DERECHO A TRABAJAR

NO DEJE QUE

NADIE SE LO QUITE

rabajar, su estatus migratorio o de ciudadania no debe representar o utilizar E-Verify (esto podría representar una vulneración dela ley

1-800-255-7688

IER@usdoj.gov

amento, entre ellos este documento de orientación, no establecen responsabilidades juridicamente vinculantes más allá de lo que se requiere

es aplicables, los reglamentos o los precedentes jurídicamente vinculantes. Para más información, véase «Memorándu

un obstáculo, ni tampoco lo debe ser el lugar en que usted nació

parte de las leyes migratorias de los EE. UU. que protegen a los

posible que la Sección de Derechos de Inmigrantes y

Sección 1324b del Título 8 del Código de los EE, UU.

ajadores que cuentan con la debida autorización legal para ajar de la discriminación por motivos de su estatus de ciudadanía

cionalidad de origen. Puede consultar esta lev contenida en la

pleados (IER, por sus siglas en inglés) pueda ayudar si un

ley que hace cumplir la IER es la Sección 1324b del Título 8 del

digo de los EE. UU. Los reglamentos de dicha ley se encuentran

Parte 44 del Titulo 28 del Código de Reglamentos Federales.

lo contrata o lo despide a causa de su nacionalidad de origen o

trata de una manera injusta a la forma de comprobar su derecho

tatus de ciudadanía (esto podría representar una vulneración u

parte de la ley contenida en la Sección 1324b(a)(1) del Título 8 del

dor lo trata de una forma injusta, en contra de esta ley.

a trabajar en los EE. UU., incluyendo al completar el Formulario I-9

trabalar al amparo de esta ley (la ley prohíbe las represalias, según

Departamento de Justicia de los EE. UU., División de Derechos Ci





ROSEANNE MULLIS: 720-201-5576

PROJECT SUPERINTENDENT:

PROJECT MANAGER:

Is Forbidden By Law

Employers must take all reasonable steps to prevent discrimination and harassment from occurring. efinition of Sexual Harassment

Title VII of the Civil Rights Act of 1964 regulations define sexual harassment as unwanted sexual advances, or visual, sobre las protecciones existentes contra la discriminación por motivos verbal or physical conduct of a sexual nature. This definition includes many Sección de Derechos de Inmigrantes y Empleados (IER forms of offensive behavior and includes gender-based harassment of a person of the same sex as the

> harasser; the following is a partial list: Unwanted sexual advances Offering employment benefits exchange for sexual favors Making or threatening reprisals after a negative response to sexual

advances · Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoon

Verbal conduct: making or using derogatory comments, epithets, slurs, and jokes Verbal sexual advances or proposi-

graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations

· Physical conduct: touching, assault, impending or blocking movements

All employers are covered by the harassment section of Title VII. If

harassment occurs, an employer may be liable even if management was not aware of the harassment. An employer might avoid liability if the harasser is a rank and file employee and if there was a program to prevent harassment. Th harasser, as well as any managemen representative who knew about the harassment and condoned or ratified it, could be held liable for damages. on this company's investigation proce-Additionally, the EEOC requires an dures, please contact a supervisor or

entity to take "all reasonable steps to

an employer has failed to take such preventive measures, that employer A program to eliminate sexual can be held liable for the harassment. harassment from the workplace is not An act of harassment by itself, is an only required by law, but is the most practical way to avoid or limit liabili unlawful act. A victim may be entitled to damages even though no employment if harassment should occur despite preventive efforts.

An employer should take immediate

and appropriate action when he/she

knows, or should have known, that

employer must take effective action to

stop any further harassment and to

ameliorate any effects of the harass-

ment. To those ends, the employer's

rights and any obligations to secure

Fully and effectively investigate.

must be immediate, thorough,

objective and complete. All those.

with information on the matter

should be interviewed. A.determina-

tion must be made and the results

communicated to the complainant,

to the alleged harasser, and, as

effective remedial action. First, appro

priate action must be taken agains

he harasser and communicated to

the complainant. Second, steps must

be taken to prevent any further

harassment, Third, appropriate action

must be taken to remedy the com-

appropriate, to all others directly

policy chould include provisions to:

sexual harassment has occurred. An

The three most common types of sexual harassment complaints filed with the Department are:

 An employee is fired or denied a job or an employment benefit because he/she refused to grant sexual favors or because he/she complained about plaining about harassment is illegal even if it cannot be demonstrated

prevent harassment from occurring." If

is no actual loss of pay or benefits.

 An employee quits because he/she can no longer tolerate an offensive work environment, (Referred to as a constructive discharge" harassment case.) If it is proven that a reasonable resign to escape the harassment, the employer may be held responsible for

the resignation as if the employee had been discharged. · An employee is exposed to an offensive work environment. Exposure to various kinds of behavior or to unwant-

Any employee who harasses another

will be subject to disciplinary action that could lead to suspension, transfe or termination. In an effort of determining if harassment has occurred, the company will thoroughly investigate all claims of harassment and may depending on the specific case, use outside consultants or attorneys to investigate these claims. All employees will be treated fairly and in a confidential manner when a charge of harassment is made. For more specific details

the personnel department.

upports a harassment-free environment for all employees and will take all necessary action to enforce this policy.

contact Human Kesources at (303) 754 - 0001

(If the accused harasser is the person listed above, please contact a senior management representative immediately,

IF YOU SUSPECT

FRAUD, THEFT, OR SUSPICIOUS ACTIVITY,

PLEASE CALL

1-866-536-5084

AND ASK FOR, PRESIDENT/CEO.

(PERRY HERRMANN),

VICE PRESIDENT OF FINANCE

(BOB HAMILTON), OR

HUMAN RESOURCES, (ROSEANNE MULLIS)

If you feel you have been harassed by any person in this company, you must immediately notify the person listed below: This company,

To reorder, call (800) 656-LAWS Item# FD-2264-0902 @ 1995-2002 U.S.A. Compliance Products, Inc.

plainant's loss, if any.

raining of All Individuals All employees should be made aware

of the seriousness of violations of the sexual harassment policy. Supervisory personnel should by educated about their specific responsibilities. Rank and file employees should be cautioned against using peer pressure to discourage harassment victims from using the internal grievance procedure.

General Industry Safety Order 3650 Industrial Trucks. General (Part (t))

Forks on fork-equipped industrial trucks may be forks are raised no more than 42 inches above

(18) Vehicles shall not be run onto any elevator unles

General Industry Safety Order 3650

Industrial Trucks. General (Part (t))

(1) Only drivers authorized by the employer and

(3) No riders shall be permitted on vehicles unless provided with adequate riding facilities.

Employees shall not place any part of their bodi

Employees shall not be allowed to stand, pass, of work under the elevated portion of any industrial

Drivers shall check the vehicle at the beginning each shift, and if it is found to be unsafe, the

natter shall be reported immediately to a foreman or mechanic, and the vehicle shall not be put in

service again until it has been made safe. Attention shall be given to the proper functioning

(8) No truck shall be operated with a leak in the fuel

(2) Stunt driving and horseplay are prohibited.

Once on an elevator, the industrial truck's powe

(19) Motorized hand trucks shall enter elevators or (20) Vehicles shall not be operated on floors, sidewall

doors, or platforms that will not safely support the loaded vehicle. (21) Prior to driving onto trucks, trailers and railroad cars, their flooring shall be checked for breaks and other structural weaknesses.

22) Vehicles shall not be driven in and out of highway trucks and trailers at loading docks until sur trucks or trailers are securely blocked or restraine

(23) To prevent railroad cars from moving dur loading or unloading operations, the car brail shall be set, wheel chocks or other recognize positive stops used, and blue flags or light displayed in accordance with Section 3333 these Orders and Title 49, CFR, Section 218.2 which is hereby incorporated by reference.

OSHA® QUICK CARD® Hazard Communication **Standard Pictogram**

As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Each pictogram consists of a symbol on a white background amed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard classification.

HCS Pictograms and Hazards Health Hazard Flame Exclamation Ma Target Organ Toxicity
Aspiration Toxicity

- Self-Reactives
Organic Peroxides \Diamond Flame Over Circle

OSHA® Occupational Safety and Health Administration U.S. Department of Labor www.osha.gov (800) 321-OSHA (6742)

• Aquatic Toxicity

INDUSTRIAL TRUCKS General Industry Safety Order 3664

OPERATING RULES FOR

General Industry Safety Order 3650 Industrial Trucks. General (Part (t)

be passed at intersections, blind spots, or dangerous locations.

(11) The driver shall slow down and sound the horn

Acute Toxicity (fatal or toxic)

) Operators shall look in the direction of trav and shall not move a vehicle until certain that

Trucks shall not be driven up to anyone standing in front of a bench or other fixed object of such size that the person could be caught between the truck and object. (14) Grades shall be ascended or descended

(A) When ascending or descending grades expess of 10 parcent, loaded trucks shall be driven with the load upgrade.

(B) On all grades the load and load engaging means shall be titled back if applicable, and raised only as far as necessary to clear the road surface.

be operated on all grades with the load 15) The forks shall always be carried as low a

(16) When leaving a vehicle unattended (the operator is over 25 feet (7.6 meters) from or of sight of the industrial truck), the brakes a set, the mast is brought to the vertical position and forks are left in the down position, either:

(A) The power shall be shut off and, when le on an incline, the wheels shall be blocker

17) When the operator of an industrial truck

General Industry Safety Order 3650

a storage rack or equivalent. When stacking or tiering, backward tilt shall be limited to that such a manner that the load will be securely held or supported, (30) Special precautions shall be taken in th

operation of these trucks after the loads have been removed. (31) When powered industrial trucks are used to shall be complied with:

(24) The width of one tire on the powered industrial truck shall be the minimum distance maintained from the edge by the truck while it is on any elevated dock, platform, freight car or truck.

(25) Railroad tracks shall be crossed diagonally, wherever possible. Parking closer than 8 1/2 feet from the centerline of railroad tracks is prohibited. (26) Trucks shall not be loaded in excess of their rated

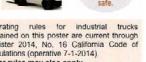
(27) A loaded vehicle shall not be moved until the load is safe and secure. (28) Extreme care shall be taken when tilting loads. Tilting forward with the load engaging means elevated shall be prohibited except when picking up a load.

or closing doors shall be attached to the

shall be applied parallel to the direction of travel of the door. (C) The entire door opening operation shall be in full view of the operator. (D) The truck operator and other employed

might fall while being opened. (32) If loads are lifted by two or more tru





Register 2014, No. 16 California Code of

shall not exceed the combined rated lifting