



## **Langlas & Associates, Inc.**



**STRATEGIC PARTNERSHIP  
BETWEEN**

**UNITED STATES DEPARTMENT OF LABOR  
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)  
BILLINGS AREA OFFICE**



**AND**

**MONTANA DEPARTMENT OF LABOR AND INDUSTRY,  
EMPLOYMENT STANDARDS DIVISION**



## **I. IDENTIFICATION OF PARTNERS**

The Billings Area Office of the Occupational Safety and Health Administration (OSHA), Langlas & Associates, Inc. (LAI) and Montana Department of Labor and Industry Consultation Program (MTDLI), recognize the importance of providing a safe and healthful work environment for workers engaged in the construction industry. This OSHA Strategic Partnership Agreement (hereafter referred to as “OSP” or “the partnership”) at the RVU College of Veterinary Medicine, a multi-level academic and lab space project in Billings, MT, will facilitate OSHA’s goals to reduce work-related fatalities, injuries, and illnesses within the construction industry.

All contractors and subcontractors working at this site will be required to participate in the partnership agreement.

## **II. PURPOSE/SCOPE**

The purpose of this partnership is to provide a safe and healthy work environment for workers involved in the construction industry. LAI is committed to preventing serious accidents and fatalities during the construction of the RVU College of Veterinary Medicine project through increased training, implementation of best work practices, enhanced safety and health management system (SHMS), and compliance with applicable OSHA standards and regulations.

Rocky Vista University College of Veterinary Medicine project will be an extension of the RVU Montana Campus. The project scope will include development of a 5.5-acre lot and a 58,000 SF two story building. The Veterinary College will consist of classroom spaces, surgical suites, anatomy labs and many student accommodation areas. The Veterinary building will be connected to the existing RVU College of Osteopathic Medicine building via a sky bridge. Many local and regional subcontractors will have the opportunity to be part of this first of its kind Veterinary College.

## **III. GOALS/STRATEGIES**

GOALS	STRATEGIES	MEASURES
<p>1) Maintain a project-wide injury and illness rate, which is 25% below the 2023 BLS Total Recordable Case (TRC) rate for nonresidential construction of 1.6 and Days Away from Work, Restricted or Transfer (DART) rate of 0.9 for the nonresidential construction industry (NAICS 2362).</p>	<ul style="list-style-type: none"> <li>a. Establish a system for all site workers to report injuries, illnesses and near misses.</li> <li>b. LAI will collect and analyze injury and illness trends (including first aid, near miss and property damage reports) for all contractors working at the site.</li> <li>c. LAI will track all man hours worked at the site by all contractors to accurately calculate site TCIR and DART rates.</li> <li>d. Maintaining authority to enforce safety rules and regulations at the site. This authority will include provisions to hold contractors and employees accountable and, if necessary, remove contractor employees from the job site.</li> </ul>	<ul style="list-style-type: none"> <li>a. Maintain OSHA 300 injury and illness data for the project and compare to national TCIR and DART rates: <ul style="list-style-type: none"> <li>- 25% below the Total Recordable Case rate (&lt;1.2)</li> <li>- 25% below the Days Away, Restricted or Transfer rate (0.75)</li> </ul> </li> <li>b. Track incident reports (including injury/illness, first aid, near miss and property damage reports) monthly to identify trends and share information with the safety committee, site contractors and partners.</li> </ul>
<p>2) All (100%) of contractors will be required to provide a copy of their comprehensive safety and health management program to LAI and be actively involved in improving site safety and health performance</p>	<ul style="list-style-type: none"> <li>a. Provide contractors/subcontractors resources available to enhance the program.</li> <li>b. All contractors/subcontractors will participate in monthly site audits.</li> <li>c. Provide a comprehensive Job Site Safety Orientation for all workers prior to allowing them to work on site.</li> <li>d. All subcontractors and employees will be encouraged to adopt a zero-tolerance policy for safety and health including implementing “stop work” authority when needed.</li> </ul>	<ul style="list-style-type: none"> <li>a. Number of contractors/subcontractors’ safety programs recognized by LAI as exemplary.</li> <li>b. Number of enhancements made to contractor’s safety programs. LAI will track which element(s) of the safety program was improved or enhanced.</li> <li>c. LAI will facilitate the delivery of the site Safety Orientation training and track the number of employees who receive the training.</li> <li>d. Any initiation of stop work will be investigated and shared with all site workers.</li> </ul>

GOALS	STRATEGIES	MEASURES
<p>3) Identify and prevent the most common causes of workplace injuries and fatalities in the construction industry, including, but not limited to, falls, trenching, electrical safety, struck-by, caught in/between, silica, heat stress, material handling, and noise hazards. This will include monitoring of exposure to health hazards such as heat, noise, and air contaminants.</p>	<ul style="list-style-type: none"> <li>a. Conduct daily site safety audits to identify and abate hazards and ensure availability and use of proper clothing and PPE.</li> <li>b. Conduct weekly toolbox meetings with all workers at the site. Ensure participation in weekly toolbox meetings by contractors/subcontractors.</li> <li>c. Conduct comprehensive monthly site safety inspections.</li> <li>d. Maintain an open-door safety policy for the site that encourages hazard reporting.</li> <li>e. Establish a safety committee for the site which will discuss the results of jobsite inspections, information concerning accidents or near-misses, training recommendations and other suggestions for improving site safety</li> <li>f. When other potential health hazards exist, such as heat, noise, or air contaminants including as silica, CO, lead or other chemicals, LAI will coordinate and ensure completion of monitoring to determine employee exposure levels and will provide results to each partnership signatory.</li> </ul>	<p>The following measures will be shared with safety committee, site contractors and reported to signatory partners on a quarterly basis:</p> <ul style="list-style-type: none"> <li>a. The number of hazards identified by daily site audits and monthly safety inspections and corrective actions taken to eliminate hazards.</li> <li>b. The number of pre-task safety meetings held by contractors/subcontractors.</li> <li>c. The number of incident investigations conducted by contractors/subcontractors when hazards are reported.</li> <li>d. The number of industrial hygiene exposure assessments, types of assessments and results of sampling.</li> <li>e. Attendance at toolbox meetings.</li> <li>f. Gauge the use of MTDLI Consultation services and increase the engagement of the subcontractors in this service throughout the term of the Partnership.</li> </ul>

GOALS	STRATEGIES	MEASURES
4) 100% Participation in Safety Stand-Downs and similar events.	<p>a. OSHA and LAI will provide site contractors with information about upcoming stand-down campaigns.</p> <ul style="list-style-type: none"> <li>• Fall Prevention</li> <li>• Trench Safety</li> <li>• Safe+Sound</li> <li>• Suicide Prevention</li> <li>• Heat Illness</li> </ul> <p>b. LAI will schedule site events to support each campaign and encourage subcontractors to participate. Events will be conducted in English and Spanish when possible.</p> <p>c. OSHA and MTDLI will support site campaign events.</p> <p>d. LAI will conduct 11c whistleblower training for the project management team. This can be conducted by the employer or presented by the local regional whistleblowers office.</p>	<p>a. Track the number and % of site participants in each campaign event and provide data to partners.</p>

#### IV. SAFETY AND HEALTH MANAGEMENT SYSTEMS

The Safety and Health Management System (SHMS) is a critical part of this OSP Agreement in that it is an important aspect of collaboration between the project management team, supervisors, and the workers on site. This SHMS will include, but not be limited to, the following core elements:

##### *Management Leadership Roles*

LAI will implement a SHMS patterned after OSHA’s “Recommended Practices for Safety and Health Programs in Construction” that will encourage site employers to commit a high level of worker involvement to assist in monitoring and identifying jobsite hazards on a continual basis to prevent accidents.

The SHMS will be implemented at the initiation of the partnership and continue to be implemented during the entire duration of the partnership. [Recommended Practices for Safety and Health Programs](#)

##### *Worker Participation*

Any worker at the site will be encouraged to report jobsite hazards and bring all potential hazards to the attention of LAI and/or supervisors when discovered for immediate response and correction. This will be encouraged in the following ways:

- A designated representative of the contracted employer will hold a Job Site Safety Orientation on LAI rules and regulations with each of their workers prior to starting work on site.
- LAI will work with all contractors to provide a system to allow workers to report potential jobsite hazards to their employers or LAI upon discovery and stop work if necessary. LAI will ultimately track this information.
- LAI will require contractor representatives to attend weekly stand-down meetings. All identified hazards and resolutions will be tracked.
- A Safety Committee will be formed and meet monthly and will consist of at least three (3) labor-level employees from trades currently working on the site.
- Workers will be involved in pre task safety planning and/or Job Hazard Analysis (JHA) for high-risk work activities.

### ***Hazard Identification and Assessment***

This project will always focus on safety and LAI will enforce jobsite safety compliance to OSHA standards including, but not limited to, the following ways:

- LAI will ensure that daily JHA's and/or safety audits are being conducted. A schedule of daily JHA's/site-safety audits may be adjusted by each company/supervisor, LAI, and/or the safety committee. LAI will ensure that a subcontractor representative participates in each safety audit where their employees are working and may be exposed to hazards.
- LAI and/or contractor supervisors will take immediate action to correct any unsafe conditions or tracked until abatement is completed. LAI will keep a daily log of all unsafe observations and provide quarterly statistics to all parties in this agreement. Employees exposed to identified hazards will be informed of the hazard and the corrective action or interim controls being implemented.
- On-site contractor supervisors will continually monitor all workers, visitors, and others entering the worksite to ensure safe conditions throughout the worksite. In addition, all visitors will be informed with site signage that they need to sign in at the office.
- LAI and subcontractors will adequately evaluate and address health-related issues, with the assistance, as resources permit, of OSHA and MTDLI. Health issues will be discussed during the partnership meetings. Initial and periodic monitoring for air contaminants and noise exposures will be conducted in accordance with a project sampling strategy to be developed for the partnership.

### ***Hazard Prevention and Control***

LAI considers Hazard Prevention and Control a process requiring continual efforts of monitoring and identifying jobsite hazards and taking corrective actions to always maintain a safe and healthy jobsite.

- LAI, contractors, and subcontractors will ensure that hazard correction procedures are in place and identified for their workers and others that could be exposed to hazards created.

- Employees will be given proper PPE as a last defense against identified hazards. LAI and subcontractors will utilize the hierarchy of controls including eliminating or substituting hazardous materials to reduce employee exposures.
- LAI and contractors and subcontractors will ensure that everyone knows how to use and maintain personal protective equipment.
- LAI, contractors, and subcontractors will make sure that everyone understands and follows safe work procedures established. This will be accomplished in several ways, including signage, training, documents, software, and/or discussion. Hazards identified during inspections will be documented and assigned to the responsible party and competent person. This individual must report back to LAI with corrective action(s) by a given due date.

### ***Education and Training***

LAI understands that providing workers with an understanding of hazard recognition and control, and actively involving them in the process, can help to eliminate hazards before an incident occurs. Training is given as necessary in English and Spanish or translated into Spanish.

- LAI and contractors/subcontractors will ensure work tasks are assigned to workers who are trained and authorized.
- LAI and contractors/subcontractors will ensure workers are not performing work tasks that appear to be unsafe.
- LAI and contractors/subcontractors will ensure that supervisors are trained to recognize hazards and understand their responsibilities.
- LAI and contractors/subcontractors will ensure that training addresses diversity, equity, inclusion, and accessibility.
- Site orientation training will be conducted prior to starting work at the site.
- Weekly toolbox meetings will be held with all workers at the site.

### ***Program Evaluation and Improvement***

LAI understands that once a safety and health management system is established, it should be evaluated to verify that it is being implemented as intended. After that, employers should periodically, step back and assess what is working and what is not, and whether the program is on track to achieve its goals.

- LAI will work with contractors/subcontractors to ensure control measures are periodically evaluated for effectiveness.
- LAI will ensure processes are established to monitor program performance, verify program implementation, and identify program shortcomings and opportunities for improvement.
- LAI will ensure necessary actions are taken by contractors/subcontractors to improve their overall program and overall safety and health performance.

### ***Communication and Coordination for Employers on Multi-employer Worksites***

LAI considers effective communication and coordination among contractors and their workers critical to a safe workplace.

- General contractors, contractors, subcontractors, and staffing agencies must commit to providing the same level of safety and health protection to all workers.

- General contractors, contractors, subcontractors, and staffing agencies must communicate the hazards present at the worksite and the hazards that contract workers may create on site.
- General contractors establish specifications and qualifications for contractors, subcontractors, and staffing agencies.
- Prior to beginning work, general contractors, contractors, subcontractors, and staffing agencies will coordinate on work planning and scheduling to identify and resolve any conflicts that could impact safety or health.

## **V. WORKER INVOLVEMENT**

- LAI and non-signatory trades will ensure workers, and/or their representatives participate in monthly safety meetings as well as report any near miss or unsafe conditions.
- LAI and non-signatory trades will ensure workers and/or their representatives are involved with the site safety committee, daily and monthly site inspections, and weekly toolbox talks.
- LAI will provide support to all workers and/or their representatives by providing feedback on risks and assisting them in eliminating hazards. The weekly stand down meeting is the vehicle for open dialogue and feedback.
- A designated representative of the contracted employer will hold a Job Site Safety Orientation on LAI rules and regulations with each of their workers prior to starting work on site. LAI will work with all contractors to provide a system to allow workers to report potential jobsite hazards to their employers or LAI upon discovery and stop work if necessary. LAI will ultimately track this information.
- LAI will require contractor representatives to attend weekly stand-down meetings. All identified hazards and resolutions will be tracked.
- A Safety Committee will be formed and meet monthly. The Safety Committee will be composed of a representative from each contractor on site and will include at least three (3) labor-level employees from trades currently working on the site. The committee will discuss the results of jobsite inspections, information concerning accidents or near-misses, training recommendations and other suggestions for improving site safety.
- Employees have the authority to stop work if they identify an unsafe condition without the fear of retaliation and to ask questions regarding training. LAI will arrange for OSHA to conduct whistleblower training with their management team onsite.

## **VI. PERFORMANCE MEASURES**

Performance measures as outlined in Section III will be used to assess the effectiveness of the partnership. LAI will gather and track data for the performance measures and share the information with OSHA and other Partners, as specified in Appendix B of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003.

## **VII. EVALUATION**

The program will be evaluated on an annual basis and at the conclusion of the partnership using the Strategic Partnership Annual Evaluation Format measurement system, as specified in Appendix C of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003.



It will be the responsibility of LAI to gather required data to evaluate and track the overall results and successes of the partnership program. This data will be shared with OSHA and MTDLI.

LAI will write and submit the annual evaluation to the Partners for input and concluding the evaluation. The Billings Area Office of OSHA will submit the annual evaluation.

### **VIII. VERIFICATION PROCEDURES**

Both offsite and onsite verification methods will be used by OSHA to monitor the partnership. Offsite verification methods will include reviewing reports and data identified in Section III. LAI will provide OSHA with quarterly reports for each measure identified in Section III at least two (2) weeks prior to the scheduled quarterly onsite non-enforcement visit.

Onsite non-enforcement verification reviews will be conducted as part of the quarterly partnership meeting and include a review and discussion of the quarterly data, partner presentations, discussion on partnership concerns or ways to improve the partnership and site walkthroughs. Union representatives and workers will participate in the verification process. If non-compliant activity or hazards are discovered, immediate correction is required. LAI will document the corrective action taken and share it with all contractors. A referral for an enforcement inspection will be made if management refuses to correct a serious hazard identified during the non-enforcement verification visit. Onsite non-enforcement verifications will include the entire jobsite and all contractors/subcontractors actively working onsite.

LAI is also subject to one enforcement verification inspection per year. The initial enforcement verification inspection will be conducted within the first six months after the agreement is signed and annually thereafter.

LAI and its contractors and subcontractors will remain subject to OSHA inspections and investigations in accordance with agency procedures.

### **IX. INCENTIVES**

OSHA's Field Operations Manual details opportunities available during citation/case settlement for all employers who undergo onsite enforcement inspections. These opportunities are also available for partnering companies participating in the partnership program.

### **X. OSP MANAGEMENT AND OPERATION**

LAI and its contractors, in association with OSHA and MTDLI, will form a partnership committee to monitor the implementation of this Agreement. It will consist of a representative from each of the designated Partners. LAI will serve as the chairperson and as OSHA's primary contact. The committee will review contractor compliance and involvement in the partnership; analyze jobsite audits; make

partnership improvements; and evaluate partnership modifications, achievements, and success of the partnership.

*LAI will:*

- Coordinate the collection and distribution of all job site data required by this agreement (see Goals/Measures/Strategies in Section II). Prepare quarterly summaries for OSHA offsite verification purposes.
- Implement or assist site contractors with implementation of all hazard control strategies identified by this agreement.
- Coordinate and communicate partnership commitments and expectations with all contractors and subcontractors.
- Share the responsibility with subcontractors overseeing site safety, serving as a point of contact, and overseeing the partnership goals.
- Audit the partnership and make recommendations for improvement.

*OSHA will:*

- Participate in the quarterly partnership meetings and onsite non-enforcement verification audits.
- Periodically provide an OSHA representative at site safety committee meetings and/or activities as resources permit
- Give priority to the project when assistance is needed for technical issues.
- Assist partnership participants with safety and health training as needed.
- Conduct quarterly offsite verification. Review the site safety and health self-audits, accident reports, and industrial hygiene monitoring on a quarterly basis and more frequently if needed. Make recommendations for improvements to meet the partnership goals.
- Conduct at least one enforcement verification inspection per year.

*MTDLI will:*

- Participate in the quarterly partnership meetings as resources allow. This may or may not include participation in the site walkthrough.
- Appoint a representative to participate in Safety Committee meetings to the extent resources allow.
- Provide training on topics such as silica, noise, and heat upon request.
- Give priority consideration to requests for services to small contractors who are engaged in work at the project.
- Meet with LAI following signing of the agreement to develop an industrial hygiene monitoring plan that will evolve with the life of the project.
- To the extent feasible, assist with safety and health surveys of the project which may include performing personal sampling to assess employee exposure levels such as but not limited to

noise, silica, carbon monoxide, heavy metals, isocyanates, hexavalent chromium, and other noted chemical hazards.

**XI. WORKER AND EMPLOYER RIGHTS**

This partnership does not preclude workers and/or employers from exercising any rights provided under the OSH Act (or, for federal workers, 29 CFR 1960), nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

**XII. OSP TERM**

This OSP Agreement will terminate at the completion of construction activities. If any signatory of this agreement wishes to terminate its participation prior to the established termination date, written notice of the intent to terminate must be provided to all other signatories.

If OSHA chooses to terminate its participation in the partnership, the entire agreement is terminated.



Changes to the OSP Agreement may be implemented in writing if all parties agree that it is in the best interest of all members involved.

**XIII. SIGNATORIES**

**United States Department of Labor  
Occupational Safety & Health Administration**

**Based upon a mutual interest to protect construction workers, the parties below agree to the above terms of the OSHA, LAI Construction, and Montana Department of Labor and Industry, Consultation Program.**

Signed this 8th day of January, 2025.

<b>Signatory</b>	<b>Organization</b>
	<b>OSHA, Billings Area Office</b> Signature: _____ Printed Name: Arthur Hazen, Area Director
	<b>Langlas &amp; Associates, Inc.</b> Signature: _____ Printed Name: Joe Clark, Senior Project Manager

Signatory	Organization
	<p><b>Langlas &amp; Associates, Inc.</b></p> <p>Signature: _____</p> <p>Printed Name: Emily Mainwaring – Project Manager</p>
	<p><b>Langlas &amp; Associates, Inc.</b></p> <p>Signature: _____</p> <p>Printed Name: Cody Durbin - Superintendent</p>
	<p><b>Langlas &amp; Associates, Inc.</b></p> <p>Signature: _____</p> <p>Printed Name: Austin Vogel, Assistant Superintendent</p>
	<p><b>Langlas &amp; Associates, Inc.</b></p> <p>Signature: _____</p> <p>Printed Name: Clay Brozovich, Safety Manager</p>
	<p><b>Montana Department of Labor and Industry, Consultation Program</b></p> <p>Signature: _____</p> <p>Printed Name: Tiffany Ott, MS, Consultation Program Manager</p>