



CAL/OSHA INJURY AND ILLNESS PREVENTION PROGRAM (IIPP)

Company Name: Bonanza Plumbing

Effective Date: January 1st, 2026

Revision Date: Annual Review Required

SECTION 1: TITLE PAGE & POLICY STATEMENT

1.1 Corporate Safety Commitment

Bonanza Plumbing is committed to providing a safe and healthful workplace for all employees. Injury and illness prevention is an integral part of our plumbing operations. Management believes that nearly all occupational injuries and illnesses are preventable. We integrate safety metrics into our daily performance evaluations, from rough-in installations to commercial main repairs.

1.2 Operational Scope

This program applies to all environments where Bonanza Plumbing employees operate, including:

- Residential service and repair sites
- Commercial construction environments
- Trenching, excavation, and underground utility layouts
- Fabricating shops and corporate storage yards

1.3 Authorization

This document serves as the official safety blueprint for Bonanza Plumbing. Compliance with this program is a mandatory condition of employment.

SECTION 2: AUTHORITY AND RESPONSIBILITY

2.1 Program Administrator

The person with overall authority and responsibility for implementing and maintaining the IIPP is:

- **Dave Nelson: Safety Manager**
- **Email:** dave@bonanzaplumbing.com **Phone:** 951-751-2846

2.2 Management Responsibilities

All superintendents, project managers, and foremen are responsible for:

- Enforcing company safety policies uniformly across all jobsites.
- Providing necessary Personal Protective Equipment (PPE) to crew members.
- Correcting unsafe acts or conditions immediately upon discovery.
- Conducting mandatory daily "Tailgate" safety briefings.

2.3 Employee Responsibilities

Every plumber, apprentice, and laborer must:

- Review, understand, and comply with all safety rules and operational guidelines.
 - Inspect tools, ladders, and machinery before each shift.
 - Report all injuries, near-misses, and hazardous conditions to their foreman immediately.
 - Wear prescribed PPE at all times without exception.
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SECTION 3: COMPLIANCE METHODS

3.1 Recognition and Incentives

Bonanza Plumbing ensures employee compliance through active recognition and positive reinforcement:

- **Safety Recognition:** Acknowledge crews that maintain clean, hazard-free jobsites and perfect safety logs.
- **Bonus Program:** Providing specialized bonuses with each closing phase with Safety being a priority to qualify.

3.2 Disciplinary Policy

Non-compliance with safety policies jeopardizes the lives of the entire crew. Bonanza Plumbing enforces a strict multi-step disciplinary framework:

[Level 1: Verbal Warning & Retraining]



[Level 2: Written Warning in Personnel File]



[Level 3: Suspension Pending Safety Review]



[Level 4: Immediate Termination of Employment]

Note: Immediate termination may occur for willful violations, such as entering an unprotected trench deeper than 5 feet or bypassing lockout/tagout systems.

SECTION 4: SYSTEM OF COMMUNICATION

4.1 Safe Communication Channels

Communication regarding safety must flow freely in all directions. Bonanza Plumbing uses the following methods:

- **Tailgate Meetings:** Conducted at the start of each week or when changing jobsite locations (minimum 10 minutes).
- **Safety Postings:** OSHA posters, emergency contacts, and safety data sheets (SDS) must be displayed in company work vehicles and central shop facilities.
- **Anonymous Reporting:** A secure drop box is located at the main shop, allowing workers to report hazards without fear of retaliation.

4.2 Language Access

All safety instructions, warnings, and training materials will be provided in English and any language spoken by 10% or more of the workforce (e.g., Spanish).

SECTION 5: HAZARD ASSESSMENT & INSPECTIONS

5.1 Inspection Scheduling

Worksite inspections are conducted to identify and evaluate plumbing hazards:

- **Daily:** Jobsite Hazard Analysis (JHA) completed by the foreman before work begins.
- **Monthly:** Comprehensive safety inspections of the main shop, job sites, vehicles, and tools.
- **Periodic:** Whenever new substances, processes, procedures, or equipment are introduced to the field.

5.2 Common Plumbing Hazard Categories

Our inspections pay specific attention to plumbing-specific risk profiles:

- **Atmospheric:** Sewer gases (hydrogen sulfide, methane) in confined or poorly ventilated spaces.
 - **Chemical:** Exposure to pipe cements, primers, chemical drain openers, and lead.
 - **Physical:** Hot pipe soldering, high-pressure hydro-jetting, falls from scaffolding or ladders.
 - **Biological:** Raw sewage, mold, and biohazards during service repairs.
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SECTION 6: ACCIDENT & NEAR-MISS INVESTIGATIONS

6.1 Investigation Protocol

The Program Administrator or designated field foreman will investigate every workplace accident, occupational illness, and near-miss within 24 hours. The process includes:

1. **Secure the Scene:** Ensure no further danger exists and preserve evidence.
2. **Interview Witnesses:** Speak to the affected employee and coworkers separately.
3. **Analyze Root Cause:** Determine *why* the incident occurred, looking beyond human error to system or equipment failures.
4. **Document Findings:** Complete the standard Bonanza Plumbing Incident Report Form.

6.2 Serious Injury Notification

In the event of a fatality, amputation, loss of an eye, or serious injury requiring in-patient hospitalization, the Program Administrator must contact Cal/OSHA by phone within **8 hours** of the occurrence.

SECTION 7: HAZARD CORRECTION

7.1 Timelines for Correction

When an unsafe condition or work practice is identified, immediate corrective action must be taken:

- **Imminent Hazards:** Work stops immediately. Employees are removed from the area until the hazard is completely abated.
- **Low-to-Moderate Hazards:** Corrected within a designated timeframe established by the foreman (not to exceed 48 hours).

7.2 Temporary Safeguards

If a hazard cannot be immediately corrected (e.g., waiting for parts or a structural engineer), temporary barriers, danger signs, and lockouts will be installed to block access.

SECTION 8: SAFETY TRAINING & INSTRUCTION

8.1 Training Milestones

Effective training is our primary line of defense. Training is mandated for all Bonanza Plumbing employees:

- Upon initial hiring.
- When given a new job assignment for which training has not previously been received.
- Whenever new hazards are introduced by new chemistry, machinery, or changing site dynamics.
- Annually for refresher courses.

8.2 Plumber-Specific Training Modules

Our training program explicitly covers:

- **Code of Safe Practices (Section 10 of this document).**
 - **Confined Space Awareness:** Recognizing permit-required spaces like manholes or crawl spaces.
 - **Trenching and Excavation:** Soil classification, shoring, shielding, and sloping rules.
 - **Lockout/Tagout (LOTO):** Isolating water mains, electrical pumps, and commercial gas loops.
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SECTION 9: RECORDKEEPING AND DOCUMENTATION

9.1 Required Records

Bonanza Plumbing retains safety records to verify compliance with Cal/OSHA guidelines:

- **Inspection Records:** Retained for a minimum of 3 years (noting date, inspector, hazards found, and corrective action taken).
- **Training Records:** Retained for a minimum of 3 years (noting employee name, training date, type of training, and the training provider).

9.2 Employee Access

All IIPP records, including hazard inspection logs and blank forms, are available to employees and their authorized union or legal representatives within **5 business days** of a written request.

SECTION 10: CODE OF SAFE PRACTICES (CSP)

This section dictates specific field behavior for all plumbing operations (Please see additional Code of Safe Practices attached)

10.1 General Field Conduct

- Horseplay, practical jokes, or fighting on any jobsite is strictly prohibited.
- Workers must not work under the influence of alcohol, drugs, or prescription medications that cause drowsiness.
- Keep work areas clear of debris, scrap pipe, and standing water to prevent slips, trips, and falls.

10.2 Hand and Power Tool Safety

- Do not use power tools with frayed cords or missing ground prongs.
- Always use a Ground Fault Circuit Interrupter (GFCI) extension cord box on all construction sites.
- Pipe threading machines must have a functional foot switch; do not bypass or tape down the switch.

10.3 Hot Work and Welding

- A fire extinguisher (minimum 10lb ABC) must be within 10 feet of any soldering or brazing station.
- Flame-resistant shields must be used when torch-soldering copper pipe near wood framing or drywall.
- Check torches, regulators, and hoses for gas leaks using a soap solution before striking a spark.

10.4 Ladder and Scaffolding Safety

- Inspect ladders before use. Look for cracked rungs, loose spreaders, or broken feet.
 - Maintain three points of contact when climbing ladders.
 - Never stand on the top two rungs of an A-frame stepladder.
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SECTION 11: SPECIFIC PLUMBING HAZARD CONTROLS

11.1 Trenching and Excavation Policy

- No employee shall enter any trench or excavation deeper than **5 feet** unless it is properly sloped, shored, or protected by a trench shield box.
- Excavated dirt (spoil piles) and heavy machinery must be kept at least **2 feet** back from the edge of the trench.
- A ladder or ramp for egress must be located within **25 feet** of lateral travel for workers inside the excavation.

11.2 Confined Space Entry

- Plumbers must never enter a sewer vault, manhole, septic tank, or deep pit until atmospheric testing for oxygen levels, hydrogen sulfide, carbon monoxide, and methane has been completed.

- If a space is deemed a "Permit-Required Confined Space," entry is blocked until a formal permit is signed, a tripod retrieval system is erected, and a dedicated attendant is stationed outside.

11.3 Chemical Hazard Control (HazCom)

- Employees must read the Safety Data Sheet (SDS) for all PVC cements, primers, solvents, and thread sealants used on the job.
 - Purple PVC primers and solvent cements must only be applied in well-ventilated areas or while wearing appropriate organic vapor respirators.
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SECTION 12: EMERGENCY ACTION PLAN (EAP)

12.1 Emergency Contacts

- **Fire / Medical / Police Emergency:** 911
- **Poison Control Center:** 1-800-222-1222
- **Company Safety Office:** 951-751-2846

12.2 Medical Response and First Aid

- Every service truck and jobsite office must be stocked with an OSHA-approved first-aid kit.
- At least one person on every crew must hold a current certification in First Aid and CPR.
- In the case of severe chemical exposure to the eyes from primer or acid cleaners, flush eyes with clean water for at least 15 minutes and seek immediate medical attention.

12.3 Fire Evacuation Route

- In case of a fire triggered by torch work, workers must immediately notify all nearby personnel and evacuate to the designated assembly point outside the building.
 - Do not return to the building to retrieve tools or equipment until cleared by local fire authorities.
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SECTION 13: BLOODBORNE PATHOGENS AND BIOLOGICAL HAZARDS

13.1 Sewage and Wastewater Exposure

Plumbing service work routinely exposes workers to raw sewage containing pathogens like Hepatitis A, E. coli, and parasites.

- Employees working on live sewer mains or ejector pumps must wear heavy-duty nitrile gloves over cut-resistant gloves, protective coveralls, and face shields.
- Avoid touching the face, eyes, or mouth while working on waste systems.

13.2 Decontamination Protocol

- Thoroughly wash hands with antibacterial soap and warm water immediately after handling sewer components.
 - Clean and sanitize tools used in drain cleaning (e.g., sewer snakes, cameras) using a bleach-water solution before storing them back in service vans.
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SECTION 14: PERSONAL PROTECTIVE EQUIPMENT (PPE) MANDATE

14.1 Minimum On-Site Requirements

The following items are mandatory on all active construction and commercial service sites:

- **Head Protection:** Hard hats meeting ANSI Z89.1 standards.
- **Eye Protection:** Safety glasses with side shields meeting ANSI Z13.1 standards.
- **Foot Protection:** Steel-toed or composite-toed boots.

14.2 Specialized Trade PPE

- **Soldering / Welding:** Shaded goggles or welding shields, heavy leather gloves.
 - **Cast Iron Snapping / Cutting:** Face shields along with standard safety glasses.
 - **Hydro-Jetting:** Heavy rubberized rain gear, boots, face shields, and heavy waterproof gloves.
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SECTION 15: ERGONOMICS & MATERIAL HANDLING

15.1 Safe Lifting Techniques

Plumbing materials like cast-iron pipes, commercial water heaters, and porcelain fixtures are exceptionally heavy.

- Workers must lift with their legs, keeping their backs straight and the load close to their core body.
- For loads exceeding 50 pounds, team lifts or mechanical aids (e.g., hand trucks, pipe dollies, crane hoists) are mandatory.

15.2 Repetitive Motion Controls

- Extended overhead piping installations require structural supports or lifts to minimize neck and shoulder fatigue.
 - Kneepads or padded kneeling mats must be used when working inside cabinets, vanities, or crawl spaces to protect knees from structural bursitis.
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SECTION 16: HEAT ILLNESS PREVENTION (*Please see additional HIPP attached*)

16.1 Water, Rest, and Shade Access

Plumbing in California often exposes workers to extreme heat in attics, open trenches, or direct sunlight.

- **Water:** Fresh, pure, cool drinking water must be provided free of charge, aiming for 1 quart per employee per hour.
- **Shade:** When temperatures exceed 80°F, a shade structure must be set up near the work zone, large enough to accommodate all resting employees comfortably.
- **Rest:** Employees have the right to take a preventative cool-down rest break whenever they feel the need to avoid overheating.

16.2 High-Heat Procedures

When temperatures reach or exceed **95°F**, the following procedures are triggered:

- Pre-shift meetings to review heat stroke symptoms.
 - Implementation of a buddy system to monitor coworkers for signs of heat illness.
 - Mandatory 10-minute rest breaks every two hours.
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SECTION 17: SUBCONTRACTOR SAFETY COORDINATION

17.1 Multi-Employer Worksite Policy

When Bonanza Plumbing acts as a general contractor or works alongside other subcontractors (e.g., electricians, drywallers, framers), safety oversight must be integrated:

- All subcontractors must provide a copy of their own approved IIPP before performing work.
 - Plumbing foremen will coordinate with other trades to ensure plumbing cuts or core drills do not compromise structural elements or hidden electrical runs.
 - Unsafe behaviors observed by other trades must be reported immediately to the site superintendent.
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SECTION 18: ANNUAL IIPP EVALUATION PROCESS

18.1 Performance Auditing

The Program Administrator will conduct an annual review of this IIPP every January to verify operational success. The evaluation analyzes:

- Total number of recordable injuries or illnesses (OSHA Form 300 analysis).
 - Frequency and quality of documented tailgate safety meetings.
 - Root causes of any near-misses recorded over the past calendar year.
 - Updates to Cal/OSHA standards that require document revisions.
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SECTION 19: IIPP ACKNOWLEDGMENT FORMS & RECORD TEMPLATES

19.1 Employee Training Sign-off Sheet

By signing below, the employee acknowledges that they have received a copy of the Bonanza Plumbing IIPP, read the Code of Safe Practices, and understand their obligation to maintain a safe work environment.

Employee Name (Print): _____

Employee Signature: _____

Date: _____

Trainer Signature: _____

19.2 Worksite Hazard Correction Log Template

Date Found	Location/Jobsite	Description of Hazard	Corrective Action Taken	Date Resolved

SECTION 20: CAL/OSHA COMPLIANCE CHECKLIST

Use this final page as a verification tool to ensure complete compliance during operational audits:

- Program Administrator is officially designated and listed in Section 2.
- Code of Safe Practices is printed and accessible in every work vehicle.
- Jobsite Hazard Assessment forms are distributed to all field foremen.
- First-aid kits and emergency contact sheets are updated inside every truck.
- Trench boxes or shoring gear are certified by a competent person before deployment.
- Documentation system is active for storing inspection sheets for 3 years.