



# COMMISSION POLICY

## A Workplace Accident & Injury Reduction Program

Category:  
**Safety**

Subcategory:

Policy Number:  
**7.1**

### Section 1 – Introduction

In 1990, the State of Minnesota amended the Occupational Safety and Health Act. Minnesota Statutes Chapter 182.653 subd.8 requires employers in certain industries to develop written, comprehensive workplace safety and health programs which are based on the NAICS (North American Industry Classification System) system. This legislation is known as A Workplace Accident and Injury Reduction (AWAIR) Act. Programs developed to comply with the act are known as AWAIR programs. The requirements of the legislation that are addressed and complied with in our program are as follows:

1. How managers, supervisors and employees are responsible for implementing the program and how continued participation of management will be established, measured, and maintained.
2. The methods used to identify, analyze and control new or existing hazards, conditions, and operations.
3. How the plan will be communicated to all affected employees so that they are informed of work-related hazards and controls.
4. How workplace accidents will be investigated, and corrective action implemented; and
5. How safe work practices and rules will be enforced.

### Section 2 – Approval/Revision of Program

The approval of this AWAIR Program is recorded as such in the minutes of meeting dated June 26, 2024. Approving Authority for program is maintained by the Grand Rapids Public Utilities Commission as so indicated by the previously stated recording in the meeting minutes.

The Safety Committee annually reviews this program and may make necessary revisions. Revisions are recorded in Appendix I.

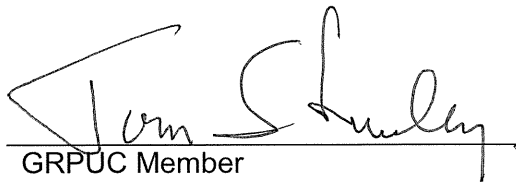
The Approving Authority shall retain the responsibility for all policy revisions.

**Section 3 – Application**

This AWAIR program is intended to serve as an overview of all currently applicable Safety and Health programs. This program outlines the philosophy by which the Grand Rapids Public Utilities will develop, implement and maintain all other safety and health programs which concern more specific topics.

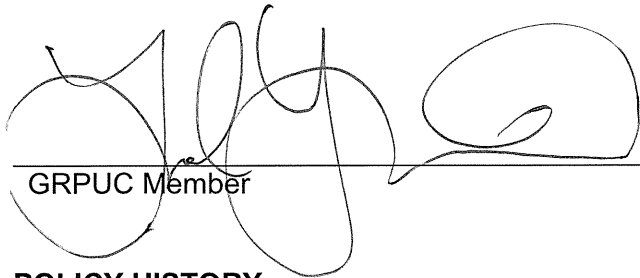
While compliance with the law and OSHA standards is an important objective, an effective AWAIR program must be tailored to the Grand Rapids Public Utilities particular needs. This program shall look beyond specific legal requirements to identify and analyze existing hazards. It shall seek to prevent injuries and illnesses, even when compliance is not an issue. Ultimately, the program's effectiveness in practice is what is important.

Should a department's operations require the need for a specific addition to this program, said specifics will be added as an addendum for that department and be maintained by that department within their operations.



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GRPUC Member



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GRPUC Member

**POLICY HISTORY:**

Adopted:

Revised: