

ANSI/ASSP A10.38-2021

Basic Elements of an Employer's Program to
Provide a Safe and Healthful Work Environment



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



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ANSI/ASSP A10.38 – 2021

**American National Standard
Construction and Demolition Operations**

**Basic Elements of an Employer's Program to
Provide a Safe and Healthful Work Environment**

Secretariat

American Society of Safety Professionals
520 N. Northwest Highway
Park Ridge, IL 60068

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American National Standards Institute

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Foreword (This Foreword is not a part of American National Standard A10.38 – 2021.)

This standard is one of a series of safety standards that have been formulated by the Accredited Standards Committee on Safety in Construction and Demolition Operations, A10. It is expected that the standards in the A10 series will find a major application in industry, serving as a guide to contractors, labor and equipment manufacturers. For the convenience of users, a list of existing and proposed standards and technical materials in the A10 series for Safety Requirements in Construction and Demolition Operations follows.

A10.0	The Construction and Demolition Compendium of Standards
A10.1	Pre-Project & Pre-Task Safety & Health Planning
A10.2	Safety, Health and Environmental Training (under development)
A10.3	Powder-Actuated Fastening Systems
A10.4	Personnel Hoists and Employee Elevators
A10.5	Material Hoists
A10.6	Demolition Operations
A10.7	Use, Storage, Handling and Site Movement of Commercial Explosives and Blasting Agents
A10.8	Scaffolding
A10.9	Concrete and Masonry Construction
A10.11	Personnel Nets
A10.12	Excavation
A10.13	Steel Erection
A10.15	Dredging
A10.16	Tunnels, Shafts and Caissons
A10.18	Temporary Roof and Floor Holes, Wall Openings, Stairways and Other Unprotected Edges
A10.19	Pile Installation and Extraction Operations
A10.21	Safe Construction and Demolition of Wind Generation/Turbine Facilities
A10.22	Rope-Guided and Non-Guided Workers' Hoists
A10.23	Safety Requirements for the Installation of Drilled Shafts
A10.24	Roofing – Safety Requirements for Low-Sloped Roofs
A10.25	Sanitation in Construction
A10.26	Emergency Procedures for Construction Sites
A10.28	Work Platforms Suspended from Cranes or Derricks
A10.29	Pre-Planning, Installation, Inspection and Use of Fall Protection for Construction and Demolition (under development)
A10.30	Installation of Anchors and Micropiles
A10.31	Digger-Derricks
A10.32	Personal Fall Protection Used in Construction and Demolition Operations
A10.33	Safety and Health Program Requirements for Multi-Employer Projects
A10.34	Public Protection
A10.35	Pressure Testing of Steel and Copper Piping Systems
A10.37	Debris Nets
A10.38	Basic Elements of a Program to Provide a Safe and Healthful Work Environment
A10.39	Construction Safety and Health Audit Program
A10.40	Reduction of Musculoskeletal Problems in Construction
A10.42	Rigging Qualifications and Responsibilities in the Construction Industry
A10.43	Confined Spaces in Construction and Demolition Operations
A10.44	Lockout/Tagout in Construction
A10.46	Hearing Loss Prevention
A10.47	Highway Construction Safety
A10.48	Communication Structures
A10.49	Control of Health Hazards
A10.50	Heat Stress Management in Construction and Demolition Operations (under development)
A10.100	Prevention through Design in Construction
A10.101	Drones in Construction (under development)

- A10.102 Emerging Technology in Construction (under development)
- A10.103 Lagging and Leading Indicators Used in Construction (under development)
- A10.104 Pandemics and Infectious Diseases on Construction and Demolition Sites (under development)

One purpose of these standards is to serve as guides to governmental authorities having jurisdiction over subjects within the scope of the A10 Committee standards. If these standards are adopted for governmental use, the reference of other national codes or standards in individual volumes may be changed to refer to the corresponding regulations.

Normative Requirements: This standard uses the single column format common to many international standards. The normative requirements appear aligned to the left margin. To meet the requirements of this standard, machinery, equipment and process suppliers and users must conform to these normative requirements. These requirements typically use the verb “shall.”

NOTE: The informative or explanatory notes in this standard appear indented, in italics, in a reduced font size, which is an effort to provide a visual signal to the reader that this is informative note, not normative text, and is not to be considered part of the requirements of this standard; this text is advisory in nature only. The suppliers and users are not required to conform to the informative note. The informative note is presented in this manner in an attempt to enhance readability and to provide explanation or guidance to the sections they follow.

Revisions: The A10 Committee welcomes proposals for revisions to this standard. Revisions are made to the standard periodically (usually five years from the date of the standard) to incorporate changes that appear necessary or desirable, as demonstrated by experience gained from the application of the standard. Proposals should be as specific as possible, citing the relevant section number(s), the proposed wording and the reason for the proposal. Pertinent documentation would enable the A10 Committee to process the changes in a more-timely manner.

Interpretations: Upon a request in writing to the Secretariat, the A10 Committee will render an interpretation of any requirement of the standard. The request for interpretation should be clear, citing the relevant section number(s) and phrased as a request for a clarification of a specific requirement. Oral interpretations are not provided.

No one but the A10 Committee (through the A10 Secretariat) is authorized to provide any interpretation of this standard.

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Appendices: Appendices are included in most standards to provide the user with additional information related to the subject of the standard. Appendices are not part of the approved standard.

Checklists: Checklists included in A10 standards may be copied and used in non-commercial settings only.

Committee Meetings: The A10 Committee meets twice per year. Persons wishing to attend a meeting should contact the Secretariat for information.

Standard Approval: This standard was processed and approved for submittal to ANSI by the American National Standards Committee on Safety in Construction and Demolition Operations, A10. Approval of the standard does not necessarily imply (nor is it required) that all Committee members voted for its approval. At the time ANSI approved this standard, the A10 Committee had the following members:

John Johnson, CSP, Chair
Steven Rank, Vice Chair
Timothy R. Fisher, CSP, CHMM, ARM, CPEA, FASSP, Secretary
Lauren Bauerschmidt, CSP, STS, Assistant Secretary
Jennie Dalesandro, Administrative Technical Support

Organization Represented	Name of Representative
3M	Raymond Mann Steven McPherson
AFL-CIO	MK Fletcher Rebecca Reindel
AGC of America	Michael McCaffrey Kevin Cannon
Alliance of Hazardous Materials Professionals	Carl Heinlein, CSP, ARM, CRIS
American Clean Power Association	Christopher Daniels Michele Myers Mihelic
American Insurance Services Group	Thad Nosal James Borchardt, CSP, CPE
American Society of Civil Engineers	John O'Connor, P.E. Harlan Fair, P.E.
American Society of Safety Professionals	Ken Shorter, CSP, ARM, TCDS A. David Brayton, CSP, CPC
Associated Builders & Contractors, Inc.	Stephen Wiltshire, MSc Greg Sizemore
Barton Malow Company	Mark Haggemaker, CHST, CCHT Ryan Monahan
Black & Veatch	John Johnson, CSP Jason Scollin, CSP, MS, STSC, CRIS
Building & Construction Trades Department	Chris Cain, CIH Gary Gustafson
Century Elevators	Paula Manning Eric Schmidt, P.E.
Clark Construction Group	Kurt Dunmire, CSP, CHST Austin Cichon
Cole-Preferred Safety Consulting, Inc.	Barry Cole Eric Voight, CSP
Conner Strong & Buckelew	Ken Bogdan Ron Lattanzio
Construction & Realty Safety Group, Inc.	Frank Marino Bruce Lippy, Ph.D., CIH, CSP
CPWR - The Center for Construction Research & Training	Babak Memarian, Ph.D., CSP, CHST Dennis Eckstine
Eckstine & Associates, Inc.	Matthew Eckstine

Edison Electric Institute

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IUPAT
Kiewit Corporation

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Lamar Advertising Company

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Liberty Mutual

Joseph DiPlacido, MS CSP

Carren Spencer

Michael Morand

James Demmel

J. Nigel Ellis, Ph.D., P.E., CSP, CPE

John Whitty, P.E.

David Ahearn, P.E.

Edward Tuczak, P.E.

Jim Bates, CSP

Robert Hinderliter, ASP

Thomas Trauger, CSP, ARM, CRIS

Richard Hislop, P.E., CSP, ARM

Shawn Bradfield, CSP

Paul Dolenc

Jerry Rivera

Barbara Paine

Joshua Hoffman, Ph.D., P.E.

Susan Flanagan

Steven Rank

Wayne Creasap II

Tim Keane

Mark Garrett

Bridget Connors

David Mullen

LaMont Byrd, CIH

Christopher Lott

Nicole Randall

Daniel Glucksman

David Wysocki

Jeremiah Sullivan

Christopher Trembl

Thomas McNamara

Kenneth Seal

Rusty Brown, CSP

Cody Williams, ASP

Walter Jones, MS, CIH

Travis Parsons

Chuck Wigger, CSP

Beth Phelps

Joel Pickering, CET, CHMM

Michael Lentz

Kevin Newlan, ASP, CHST

Alanna Klein

Lockton Companies

Marsh LLC

Maryland Occupational Safety & Health

Mechanical Contractors Association of America

Miller & Long Co., Inc.

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Association
SMART Union

SPA, LLC

Stock Enterprises

The Association of Union Constructors

Turner Construction Company

U.S. Army Corps of Engineers

U.S. Department of Energy

United Association of Plumbers and Pipefitters

Daniel Faught, ASP, CHST, CRIS

Tim Balmer, CPHT, COEE

Timothy Bergeron, CSP, CRIS

Mischelle Vanreusel

Matthew Helminiak

Peter Chaney, MS, CSP

Frank Trujillo

Alex Rodas, CHST

Robert Matuga

Christian Culligan

Michael Johnston

Wesley Wheeler

Thomas Bobick, Ph.D., P.E., CSP, CPE

G. Scott Earnest, Ph.D., P.E., CSP

Jeffrey Meddin, CSP, CHEP, CHCM

Greg Coleman, MSc, CSP

Rich Trewyn

Thomas Shanahan, CAE

E. Ross Curtis, P.E., DFE, F.ASCE,
F.NSPE

Michael Hayslip, P.E., CSP

Jack Madeley, M.S., P.E., CSP

Deven Johnson

James Borchers

Frank Massey

Melanie Komaskinski

Jim Lapping, MS, P.E., CSP

Kathy Stieler

Dave Ponder, CSP, CHST

DeAnna Martin

Jackie Brown

Mike McCullion, CSP, ARM

Dan Hoover, MS, MA, CSP

Randall Krocka

Aldo Zambetti

Stanley Pulz, CSP, P.E.

Steve Stock, P.E., PLS

Alex Kopp

Cindy DePrater, ALCM

Abdon Friend, CSP

Todd "Marty" Werdebaugh, MS, CSP, PMP

Craig Schumann

Maurice Haygood

Cheryl Ambrose, CHST, OHST

Rita Neiderheiser, CHST, CIT

United Brotherhood of Carpenters & Joiners of America
United Union of Roofers, Waterproofers & Allied Workers
West Virginia University Extension Service
ZBD Constructors, Inc.

Royce Peters
Chad McDonald, CSP, ASP, CHST
Richard Tessier
Keith Vitkovich
Brandon Takacs, CSP, CSHM
Mark Fullen, Ed.D., CSP
Greg Thompson, CSP
Jeffrey Meddin, CSP, CHEP, CHCM

Independent Experts & Observers:

Alberici Constructors

Beta Max Inc.
DPR Construction

FallTech

MVE Group, Inc.

National Association of Tower Erectors

Petroleum Equipment Institute

Samson Rope Technologies
Skanska

Transurban
U.S. Department of Labor - OSHA

Warfel Construction Company

Bo Cooper
Kathleen Dobson, CSP, CHST, STS.C
David Reinert, Jr.
James Alexander, CSP, CHST, CET
Paul Butler, CSP, CHST
John Anderson
Zachary Winters
Kevin Stoltzfus, CHST
Ryan Thomas
John "JP" Jones
Kathryn Stieler
Scott Boorse
Melinda Whitney
Ross Anderton
Joaquin Diaz, MM, CIH, CSP, CHST, OHST
Whitney Williams
Michael Weatherred, CSP
Eric Kampert, P.E., CSP, OHST
Scott Ketcham
Jeffrey Pierce

Subgroup A10.38 had the following members:

Paul Butler, CSP, CHST, Chair
Chris Cain, CIH
Michael Hayslip, P.E., CSP
Carl Heinlein, CSP, ARM, CRIS
Richard Hislop, P.E., CSP, ARM
Michael McCaffrey
James "Adam" Nelson, CSP
Travis Parsons, MS
Jeffrey Pierce, CSP, CHST, CFPS
Kenneth Seal
Mischelle Vanreusel

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**AMERICAN NATIONAL STANDARD A10.38
BASIC ELEMENTS OF AN EMPLOYER'S PROGRAM TO
PROVIDE A SAFE AND HEALTHFUL WORK ENVIRONMENT**

1. General

1.1 Scope

This standard establishes the minimum elements of a program for protecting the safety and health of employees involved in construction and demolition activities.

1.2 Purpose

The purpose of this standard is to assist employers in their efforts to provide a safe and healthful work environment.

1.3 Exceptions

In cases of practical difficulties, unnecessary hardships or new developments, the authority having jurisdiction may grant exceptions to the literal requirements of this standard or permit the use of other devices or methods, but only when it is clearly evident that an equivalent degree of protection is thereby secured.

1.4 References

The most current versions of the following ANSI/ASSP standards are incorporated by reference in this standard:

ANSI/ASSP A10.1, *Pre-Project & Pre-Task Safety and Health Planning*

ANSI/ASSP A10.33, *Safety and Health Program Requirements for Multi-Employer Projects*

ANSI/ASSP A10.34, *Protection of the Public on or Adjacent to Construction Sites*

ANSI/ASSP A10.39, *Construction and Demolition Operations Safety and Health Audit Program*

ANSI/ASSP A10.40, *Reduction of Musculoskeletal Problems in Construction.*

Users of this standard are encouraged to identify and use additional ANSI standards relevant to the nature and hazards of their specific construction projects.

Additional resources are provided as a guide to the user of this standard to assist in developing and maintaining their program in Appendix B – Resources.

2. Definitions

Administrative Controls [Basic Elements]. Methods of reducing hazard exposure or level of risk by use of policies or practices such as rotating workers or isolating the area where exposures are occurring (e.g., restricted areas, job rotation, exposure duration limitations, planning and scheduling tasks and activities) to minimize or eliminate exposures to affected workers.

Authority. Any administrative body or governmental division or agency that establishes or is authorized to establish regulations, procedures, laws, or other controls applicable to the jobsite, project, or protection of the public.

Competent Person. One who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.