



**COMPANY
HEALTH & SAFETY
PROGRAM**

Issue: A
Date: 4/20/2009
Rev: 2
Date 10/02/2018

Title: Hearing Conservation

Section No: 19

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Authorized: GDW

1. PURPOSE

1.1.1. The purpose of this section is to provide occupational noise exposure information and procedures that will help protect the hearing of employees and keep PPP in compliance with regulatory standards.

2. SCOPE

2.1.1. This section contains provisions to ensure hearing conservation training and worksite practices are communicated to, and understood by, all affected employees.

3. INDEX TO SECTION

1. Purpose
2. Scope
3. Index to Section
4. Information
5. Procedures
6. Training
7. Record Keeping

4. INFORMATION

4.1.1. [This hearing conservation program will be administered when employees are exposed to sound levels greater than 85 dbA on an 8 hour time-weighted average basis.](#)

4.1.2. Protection against the effects of noise exposure shall be provided when sound levels, as measured on the A-scale of a standard sound level meter at slow response, exceed those shown in the [MIOSHA/OSHA Part 680 Table D-2 Permissible Noise Exposures](#).

Permissible Noise Exposure	
Duration/Hours Per Day	Sound Level dBA Slow Response
8	90
6	92
4	95
3	97
2	100
1 ½	102



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1	105
$\frac{1}{2}$	110
$\frac{1}{4}$ or less	115

- 4.1.3. It is considered an industry **rule of thumb** that: if a person has to raise their voice above normal levels to talk to another person who is not more than 3 feet away, noise levels are probably higher than permissible and hearing protection may be required.

5. PROCEDURES

- 5.1. To protect employees from harmful noise exposures, the following procedures shall be observed:
- 5.1.1. Project supervisors shall notify the safety director when the aforementioned **rule of thumb** conditions exist or there are any employee concerns regarding noise exposure on a jobsite.
- 5.1.2. When information indicates that employee exposure may equal/exceed the 8 hr time-weighted avg. of 85 decibels, a monitoring program shall be implemented to identify employees to be included in the hearing conservation program.
- 5.1.3. PPP shall evaluate hearing protection for the specific noise environments in which the protector will be used.
- 5.1.4. Project supervisors shall enforce compliance by PPP employees of required customer/owner/host employer hearing conservation programs. Employees will wear hearing protection in signed areas while at a host facility.
- 5.1.5. When hearing protection is necessary, project supervisors shall ensure that affected employees have received training on the type of hearing protection required and the potential hazards.
- 5.1.6. Project supervisors shall ensure that hearing protection is available to PPP employees on all jobsites, whether required or not and at no cost to employee(s). Employees shall be given the opportunity to select their hearing protectors from a variety of suitable hearing protectors provided by the employer.



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- 5.1.7. Use of hearing protection devices by employees shall be encouraged by supervisors for all types of irritating noises, even if they are within permissible exposure levels.
- 5.1.8. Audiometric testing and continuing evaluation is available to all employees at no cost whose exposures equal or exceed an 8-hr. time-weighted avg. 85 decibels.
- 5.1.9. Within 6 months of an employee's first exposure at or above the action level, a valid baseline audiogram shall be established against which future audiograms can be compared.
- Testing to establish a baseline audiogram shall be preceded by at least 14 hours without exposure to workplace noise.
 - Hearing protection may be used to meet the requirement.
 - Employees shall also be notified to avoid high levels of noise.
- 5.1.10. At least annually after obtaining the baseline audiogram, PPP will obtain a new audiogram for each continuously employed employee exposed at or above an 8-hour time-weighted average of 85 decibels.
- Each employee's annual audiogram shall be compared to that employee's baseline audiogram to determine if the audiogram is valid and if a standard threshold shift has occurred.
 - If a comparison of the annual audiogram to the baseline audiogram indicates a standard threshold shift, the employee shall be informed of this fact in writing, within 21 days of the determination.
 - In the cases where threshold shift has occurred, use of hearing protection shall be re-evaluated and/or refitted and if necessary a medical evaluation may be required.

6. TRAINING

- 6.1.1. The safety director shall ensure that "Hearing Conservation" is a topic of the Weekly Site Employee Safety Meeting at least annually.
- 6.1.2. Training shall be provided for all employees who are exposed to action level noise. The training will be repeated annually for each employee.



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- 6.1.3. Training will be updated consistent to changes in PPE and work processes that include instruction on the proper use and fit of hearing protectors.
- 6.1.4. PPP will make available to affected employees copies of the noise exposure procedures and shall also post a copy in the workplace.
- 6.1.5. Hearing conservation training shall also be accomplished by following the provisions of Section No. 37 Safety Planning.
- 6.1.6. Training shall include: A review and demonstration of safe and proper use of hearing protection devices; and a review of this section.

7. RECORD KEEPING

- 7.1.1. Training records will be available upon request by government regulatory agencies.
- 7.1.2. Accurate records of all employee Training, Exposure and Audiometric measurements shall be maintained as required by this program and regulatory agencies.

REVISION HISTORY

Revision number	Description of change	Written by	Checked by	Effective date
1	Changed format Added 4.1.1, 5.1.3, 5.1.4, 5.1.6 5.1.9 to 5.1.11, 6.1.2, to 6.1.4, 7.1.1, 7.1.2	George Newton	Safety	08/22/2012
	Program reviewed		George Newton	10/20/2014
	Program revised 5.1.6	MJM	Mike McCaffrey	10/02/2018