
Multi-Employer Worksite Safety

ADOSH & OSHA Quick Reference Guide

OSHA CPL 02-00-124 | 29 CFR 1910 | 29 CFR 1926



The Four Employer Roles

1. Creating Employer

Creates the hazardous condition

- Eliminate hazards they create
- Protect affected employees
- Notify other employers
- Correct unsafe conditions promptly

2. Exposing Employer

Employees exposed to the hazard

- Identify hazards before work
- Protect employees
- Report hazards immediately
- Remove employees from danger
- Stop work if necessary

3. Correcting Employer

Responsible for fixing the hazard

- Correct deficiencies promptly
- Verify repairs are complete
- Coordinate corrective actions
- Document hazard abatement

4. Controlling Employer

Overall authority for worksite safety

- Coordinate multiple employers
 - Conduct periodic inspections
 - Enforce safety requirements
 - Ensure hazards are corrected
 - Stop work when unsafe
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Responsibilities

University Shall:

- Communicate known hazards
- Coordinate contractor activities
- Verify required permits
- Conduct inspections
- Monitor regulatory compliance
- Investigate incidents
- Maintain safety documentation
- Suspend unsafe work when necessary

Contractors Shall:

- Comply with ADOSH & OSHA regulations
- Train employees
- Provide required PPE
- Complete required permits
- Report hazards immediately
- Maintain good housekeeping
- Correct unsafe conditions promptly
- Coordinate with University reps

University Personnel Contact

Name: _____

Title: _____

Phone: _____

Supervisor Phone: _____

Contractor Contact

Company: _____

Name: _____

Phone: _____

Supervisor Phone: _____

Communication & Hazard Reporting

Communication Requirements

Before Work Begins:

- Pre-job planning
- Job Hazard Analysis (JHA)
- Safe Operating Procedures
- Permit reviews
- Emergency procedures
- Hazard communication

During Work:

- Daily safety briefings
- Notify affected employers of changes
- Maintain communication throughout

Hazard Reporting Process

1. Identify the hazard
2. Stop work if imminent danger
3. Notify your supervisor
4. Notify University Project Rep
5. Notify EHS when applicable
6. Correct hazard before resuming
7. Document corrective actions

Recommended Documentation

- Job Hazard Analysis (JHA)
 - Position Analysis Questionnaire (PAQ)
 - Safe Operating Procedures (SOP)
 - Training Records
 - Equipment Inspections
 - Contractor Orientation
 - Permits (LOTO, Hot Work, Confined Space)
 - Incident Investigations
 - Corrective Action Reports
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Stop Work Authority & Key Takeaways

Stop Work Authority

Any employee has the responsibility to report unsafe conditions.

The following have authority to stop work when imminent danger or serious violations exist:

- University management
- Supervisors
- Project managers
- Contractors
- Environmental Health & Safety

Work shall not resume until hazards are corrected and authorization is provided.

Key Takeaways

- Multiple employers can be cited for the same hazard
- Every employer is responsible for protecting its employees
- Communication between employers is essential
- Hazards should be corrected immediately
- Stop work when imminent danger exists
- Coordination, planning, and documentation are critical to a safe worksite

Best Practices

- Conduct pre-job coordination meetings
 - Clearly identify each employer's responsibilities
 - Share hazard information before work begins
 - Maintain clean and organized work areas
 - Verify employee qualifications and training
 - Inspect work areas regularly
 - Encourage prompt reporting of hazards
 - Document inspections and corrective actions
 - Review incidents and lessons learned
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