PLAINTIFF'S EXHIBIT

UC-4158

PERSONAL PROTECTIVE EQUIPMENT

All employees are required to wear hard hats, safety glasses, coveralls, safety shoes, except when in offices or change rooms.

Your personal safety lock must be carried on your person during working hours.

Respirators must be worn in areas where dust levels could go above CAL OSHA limits.

Ear plugs must be worn where noise levels exceed CAL OSHA State requirements.

Proper hoods for welding and goggles for burning and cutting must be worn by those doing those jobs.

Proper welding gloves must be worn while welding, cutting, burning, and while handling rough or hot materials.

Face shields must be worn while grinding or doing similar work where flying particles are present.

HOUSEKEEPING

Good housekeeping is the first essential of safety. A place for everything. Is everything in its place?

Store all tools and materials in a safe location and in a secure manner.

No trash in or around buildings or work areas.

Keep all walkways clear of obstructions and stumbling hazards.

Do not allow fire hazards to develop. Use the waste cans for disposal of greasy rags and other waste material.

Clean up grease and oil spills immediately.

All nails and spikes with points projecting from lumber shall be bent down or removed. Any person working where such a condition exists will be held responsible.

Keep work benches and areas free of items not immediately being worked on.

Keep hoses coiled at all times when not in use.

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BASIC SAFETY RULES

Lock Out

Following is the correct Lock-Out Procedure:

A. Notify the Supervisor or Operator to shut down the equipment.

B. Put disconnect switch in the "Off" position.

C. Lock out all switches and be sure that all valves are closed on lines leading to the equipment.

D. Try the (Jog) local control switch to be sure machinery is inoperative.

E. Close process water, chemical or steam valves into equipment. In the case of hazardous substance, such as chemicals or steam, lock the valve.

F. Close the main gas line valve and lock it out on all gas fired equipment.

After completion of repairs, the following procedure must be followed in returning the machinery to operation:

A. Replace all guards properly.

B. Inform operator of all valves that were closed.

C. Inform operator of completion of the repairs.

D. Be sure everything is in the clear.

E. Remove lock and Jog to see if equipment runs alright; then notify operator that equipment is operable.

Correct or report all unsafe conditions to your supervisors at once, and warn persons in the immediate vicinity of unsafe conditions.

Report all injuries, no matter how slight, to your supervisor at once.

Read and follow instructions on all signs and poster.

Under no circumstances are electrical or mechanical machinery to be repaired, inspected or otherwise worked on before making the equipment inoperable.

Electrical repairs are to be made only by qualified electricians.

Never use any equipment or throw switches unless you have been properly instructed as to their use and operation. If you are not sure you know how to operate the equipment safely, ask your supervisor.

Never spray water on electrical equipment, wiring or panels.

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Keep out of ore bins, tanks or other such enclosures unless absolutely necessary to enter. Anyone entering a bin or tank must have specific instruction and authorization from his supervisor and fill out a red tank-bin entry permit to do so. The following precautions must be taken:

A. The tank must be aired out and cooled.

B. The agitator mechanism and piping or feeders entering the tank must be locked out.

C. The man entering the tank must be wearing a safety belt with an approved rope attached.

D. There must be two (2) men topside of the tank to assist any man entering a tank.

E. Sufficient illumination must be provided in the tank.

F. Any ladder used must be tied securely to prevent slipping.

G. No one going into an ore bin will get below the uppermost level of material that is in the bin. A respirator must be worn in bins containing dry asbestos products.

You may not enter the tunnel under the freeway without a tank-bin entry permit.

If acid, soda ash or other chemicals come in contact with any part of your body, remove clothing, flush with large quantities of water for fifteen (15) minutes and call your supervisor. Do not neutralize acid with alkalis or alkalis with acid when either of these materials are on your body.

Report all steam, acid or other chemical leaks to your supervisor at once.

Always wear rubber gloves and acid face shields when handling acid or strong alkalis.

Aquaint yourself with the harmful properties, if any, of any chemicals used in your working place and the method of treating burns or poisoning from them as well as the location of the equipment used in treatment.

Use only approved type cans for handling small quantities of flammable liquids.

No smoking in designated areas.

Every employee must learn to use fire extinguishers.

Notify your supervisor or safety engineer whenever a fire extinguisher is used.

Safety belts must be worn while driving or riding in all company vehicles that are equipped with them.

The speed limit for driving cars or trucks on the plant site is 15 miles per hour.

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Do not ride on the running boards or hang on the outside of moving trucks or pickups. Do not get on or off moving equipment.

All vehicles must observe and obey the warning signal and red lights to stop when approaching the railroad crossing.

All equipment parked on a slope must have the brakes set, in gear with the motor off. The equipment must have chocks under the wheels while parked on a slope.

Under no circumstances is motor ized machinery to be repaired, inspected, serviced or otherwise worked on before following the tag out procedure.

Following is the correct tag out procedure:

A. "Hazardous Work Permits" or " Do Not Operate" tags and the ignition key should be placed in the paper clip above the switch and the key removed.

B. Once tagged, the machine is not to be started by anyone without first obtaining permission from the man whose tag is on the unit.

C. There shall be accurate and unmistakable communications when two or more men perform work on the same piece of equipment. The unit shall not be started nor moved in anyway until communications regarding such with each worked have been established. Similarly, each worker must secure his tag on the unit and inform other workers of the unit of his presence and the job he is going to perform.

D. No operator shall get into the drivers seat or touch any controls until all tags have been removed from such unit unless authorized.

E. In cases of major breakdown where repair work will be of prolonged or of intermitent nature, the unit will be tagged"do not operate". In such cases, under no circumstances will anyone other than the authorized mechanics or operators attempt to move, operate, sit in the drivers seat or dislodge controls of said unit. When work is performed on said unit, the tag out procedure shall be followed.

F. After completion of repairs or servicing before returning the unit to operation, all tags are to be removed. Prior to start up and moving the mechanic or operator must walk around the unit making sure it is clear of all obstacles and personnel.

G. When units are in Shop area, standard lock out procedure will apply.

Failure to comply with the preceding tag out procedure will be sufficient reason for serious reprimand up to and including time off without pay and/ or termination.

Safety belts must be used at any time you are working in a position where injury from a fall could result or four (4) feet above the ground.

Walk - do not run. Use hand rails and take one (1) step at a time when going up or down stairs or inclines.

X414315 A24237

Practice proper lifting. Bend your knees, keep your back straight, get the load close to your body. Avoid twisting while lifting.

Use mechanical devices when possible.

Get help if you feel it is unsafe to move the material alone.

When using tools or handling equipment, be sure you have good footing and are lifting, pushing or pulling safely, thereby avoiding slips and strains.

Do not place any part of your body under a suspended load, thereby allowing for any shift or movement of material. Push, never pull, a suspended load, which will keep your feet clear.

When handling long material keep your hands off the ends of the pieces.

If you are handling material, especially long objects, with another employee, warn them before you release your end.

Compressed air is not to be used for cleaning clothing or any part of the body, or for removing chips or dirt from tables, benches, floors or machines.

Fighting, wrestling or engaging in"Horse Play" of any kind is not allowed.

The use of intoxicating liquor or drugs while on duty is prohibited. Reporting to work under the influence of liquor or drugs or carrying these into the plant will be sufficient reason for dismissal.

Operator's Safety Rules

To be observed in conjunction with Basic Safety Rules, and Safe Working Procedure.

When lighting gas-fired equipment of any type, follow the specific instructions posted. If you smell gas or detect a leak, notify your supervisor at once.

Open steam valves slowly to permit condensate or air to escape. A sudden surge of condensate may rupture the line and scald you.

Never"block in" magnetic switches. If switch will not close, notify your supervisor.

Know location and how to use the protective equipment, and fire extinguisher in your area. Know the hazards presented by chemicals used in your area and how to defend against them.

All personnel are required to be familiar with the location of all main block valves for natural gas, steam, air, water, acid and sodium silicate lines which pass through their area. Even though the respective valves may not be in the operator's area, he must know how to isolate the lines in the event of an emergency.

Only management approved methods are permitted to clean conveyor idlers, head and tail pulleys. Any other work on a conveyor is prohibited unless the motor switch is locked out.

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Never ride a conveyor. Cross over conveyor only at walkways provided.

You must have a hot work permit to enter a dog house or conveyor enclosures.

Check the emergency cable on all conveyors in your department weekly.

Mobile Equipment

Nobody shall be directly in front or back of a self-propelled machine being started by another.

Only qualified operators or others specifically instructed are permitted to operate mobile equipment. Be sure you understand its operation before you start. A second person on equipment should only be there for instruction, safety (air sample) or maintenance check.

Before operating any mobile equipment, check brakes, horn, lights and general operating condition. See that any defects affecting safe operation are corrected before use. You are responsible for the equipment you operate.

Report all accidents to your Supervisor regardless of how minor you may think they are. If any bodily, material or property damage is involved, do not move the mobile equipment until your Supervisor has checked it.

Practice defensive operations at all times. This means operators of machine equipment of all types shall:

A. Under the operating limitations of the equipment and operate within those limitations at all times.

B. Avoid doubtful or spectacular operations.

C. Accept competent advice.

D. Observe all traffic rules.

E. Park the equipment out of the way with brakes set, engine off and transmission in gear. Block the wheels when parking on an incline.

F. Observe all speed limits. Speed limit in the mill yard is 15 mph. Approach ramps, blind corners and rough spots more slowly.

G. Engine must be stopped and ignition turned off before refueling any vehicle.

When fueling equipment that runs on L-P gas the static clamp has to be clamped to the gas tank first, then the fueling hose.

Upon filling L-P gas tanks a vapor space must be left above the surface of the liquid gas. This is so that if temperatures later raise, there will be room for thermal expansion. Under no circumstances should L-P gas tanks be filled beyond 75%.

When filling a gasoline tank or can keep the nozzle or funnel in contact with the gasoline tank or can. This is to avoid the possibility of a static spark igniting the gas.

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Never leave lift forks, loading equipment, or loads without dropping the forks, bucket or blade.

Know safe load limit of loading equipment and do not exceed it.

When going up or down a slope, have load facing uphill.

Do not light a cigarette in hopper or truck if a fork lift is within 10 feet.

No smoking on a forklift that operates on liquid propane gas.

When traveling a forklift loaded, tilt the load against back rest.

When loading or unloading of railroad box car, wheel chocks must be placed on the car wheels.

Check the railroad car doors before opening or closing to see that they are in good repair. These doors have been known to fall off.

When placing the loading dock plate, the lip on the plate goes to the higher side, car or stationary loading dock.

Check the floor in a truck or box car for weak spots or holes before entering with a fork lift.

Fork lift operators shall never put head, hands or feet between masts or outside of the operators compartment.

When using pallets, be sure that load is secure and balanced.

When transferring material on fork lifts or loaders and the load blocks the forward view, travel backwards with load.

When moving material with any type loader or fork lift, keep load as close to ground as possible.

Do no park near doorways, fire hydrants and switch boxes.

When loading into a truck or van with a fork lift, be certain the trailer wheels are chocked and that jacks are in place under both front corners of the van if the tractor is not connected.

Do not leave the fork lift engine running in any confined space.

No riders on the trackmobile except for a safety or maintenance check.

When switching railroad cars with the trackmobile have a man at the crossing to control traffic.

Trackmobile drivers will not move the cars until they can see the man at the corssing.

No riders on the yard sweeper except for a safety or maintenance check.

Respirator must be worn at all times while operating the sweeper.

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The sweeper is to give right or way to all other vehicles.

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