

TOOLBOX TALK, August 25th, 2025

## Focus on PPE

Personal Protective Equipment (PPE) is our **last line of defense** against workplace injuries. Even with careful pre-task planning, well-designed tools, built-in safety features, and thorough training, accidents can still happen. That's why PPE is essential — when everything else fails, it provides protection.

But PPE only works if we **wear it consistently and correctly**. Our required PPE includes:

- Safety glasses
- Hard hats with chin straps
- Cut-level gloves (Cut 4 for carpenters and laborers - Cut 2 for tapers and plasterers)
- Boots (Ankle high)
- Hearing protection (When exposed to noise levels above 85dB)
- Cut 4 sleeves when working with metal

Additional PPE may be required when handling specific products or tasks with unique risks, but the basics listed above must always be worn.

Unfortunately, some workers have treated PPE use as optional. Let's be clear: **wearing PPE is not a choice**. It is company policy, and following policy is a condition of employment.

Over the coming weeks, we will be monitoring PPE compliance more closely. Coaching will be provided when needed, but repeated failure to comply will trigger our enforcement process.

### PPE Enforcement Steps

- **First Instance:** You will be reminded and coached. A record will be made that you were reminded.
- **Second Instance:** You will receive a written warning, which will be filed as part of your record.
- **Third Instance:** You will be required to meet with ownership. Management will determine disciplinary action, which may include dismissal.

Construction can be dangerous, but our goal is to make it as safe as possible. **Wearing PPE is a critical part of achieving that goal.**

### Shifting Load Incident:

On Thursday we had an incident where a worker was repositioning an aircraft carrier style lift, driving on uneven ground. The lift was loaded with 22 sheets of 1/2" DensGlass which were leaning against the rail. When the lift hit a bump, the sheets fell on the worker's leg and foot. He was taken to urgent care and fortunately he had nothing broken.

There will be an investigation, but initially it looks like a key issue was moving the lift with an unsecured load. Let this serve as a heads up that first we need to recognize potential hazards before we take action, and second, whenever we're moving, our load should be secured.

### Innovation rewards:

Your innovations can make a big difference, so when an idea hits, let us know. Innovation rewards are based on the innovation and whether we adopt it into regular use. If you come up with a great idea, let your foreman know and we'll test it out. If we use your idea, you'll earn a 50-dollar gift card, and a chance at an additional 250 dollars.

[Submit your toolbox talk report by clicking on this link:](#)

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