

3 FALL PROTECTION

4
5 NIST S 7101.67

6 Document Date: 09/07/2021

7 Effective Date¹: 06/30/2023
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10 1. PURPOSE

11 The purpose of this program is to establish requirements and associated roles and
12 responsibilities to protect NIST employees and covered associates from falls from heights
13 and falling objects from heights during the conduct of their work.
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16 2. BACKGROUND

17 NIST must meet or exceed the requirements established by OSHA in Subpart D Walking
18 Working Surfaces 29 Code of Federal Regulations (CFR) 1910.28, 1910.29, 1910.30,
19 Subpart I Personal Protective Equipment 29 CFR 1910.140, and Subpart M Fall Protection
20 29 CFR 1926.500, 1926.501, 1926.502, 1926.503. These requirements are covered in the
21 combination of NIST directives: NIST S 7101.63: *Walking and Working Surfaces*; NIST S
22 7101.66: *Ladder Safety* and this directive, NIST 7101.67: *Fall Protection*. Requirements for
23 scaffolding are not covered; contact OSHE for assistance with scaffolding and ropes (29 CFR
24 1910.27 and 1926.451).
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27 3. APPLICABILITY

- 28 a. The provisions of this program apply to all NIST employees and covered associates who
29 may, during the conduct of their work, be exposed to falls from heights or falling objects
30 from heights.
31
- 32 b. The provisions of this program do not apply to NIST employees and covered associates who
33 require fall protection when conducting NIST work at sites owned and operated by other
34 organizations. These individuals must work in accordance with a site-specific, fall protection
35 program that has been determined by NIST to provide an assurance of safety comparable to
36 that provided by this program.
37

¹ For revision history, see Appendix A.

- 38 c. The provisions of this program do not apply to the following activities:
39
40 (1) Using portable ladders covered by § 1910.23;
41
42 (2) Inspecting, investigating, or assessing workplace conditions or work to be performed
43 prior to the start of work or after all work has been completed. This exemption does not
44 apply when fall protection systems or equipment meeting the requirements of § 1910.29
45 have been installed and are available for workers to use for pre-work and post-work
46 inspections, investigations, or assessments;
47
48 (3) Working near the exposed perimeters of entertainment stages and the exposed perimeters
49 of rail-station platforms;
50
51 (4) Using powered platforms covered by § 1910.66(j) and aerial lifts covered by §
52 1910.67(c)(2)(v);
53
54 (5) Performing telecommunications work covered by § 1910.268(n)(7) and (8); and
55
56 (6) Conducting electric power generation, transmission, and distribution work covered by §
57 1910.269(g)(2)(i).

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59
60 **4. REFERENCES**

- 61 a. [Part 29 CFR 1960](#) – Basic Program Elements for Federal Employee Occupational Safety and
62 Health Programs
63
64 b. [Part 29 CFR 1910.27](#) – Subpart D, Walking-Working Surfaces, Scaffolds and Rope Descent
65 Systems
66
67 c. [Part 29 CFR 1910.28](#) – Subpart D, Walking-Working Surfaces, Duty to have Fall Protection
68 and Falling Object Protection
69
70 d. [Part 29 CFR 1910.29](#) – Subpart D, Walking-Working Surfaces, Fall Protection Systems and
71 Falling Object Protection-Criteria and Practices
72
73 e. [Part 29 CFR 1910.30](#) – Subpart D, Walking-Working Surfaces, Training requirements
74
75 f. [Part 29 CFR 1910.140](#) – Subpart I, Personal Protective Equipment, Personal Fall Protection
76 Systems
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- 78 g. [Part 29 CFR 1926.451](#) – Scaffolds General Requirements
79
80 h. [Part 29 CFR 1926.501](#) – Subpart M, Fall Protection, Duty to have fall protection
81
82 i. [Part 29 CFR 1926.502](#) – Subpart M, Fall Protection, Fall protection Systems Criteria and
83 Practices
84
85 j. [Part 29 CFR 1926.503](#) – Subpart M, Fall Protection, Training Requirements
86
87 k. ANSI/ASSP Z359.2 – 2017 Minimum Requirements for a Comprehensive Managed Fall
88 Protection Program
89
90 l. ANSI/ASSP Z490.1-2016 - Criteria for Accepted Practices in Safety, Health and
91 Environmental Training
92
93 m. EM 385 1-1 Section 21 – U.S. Army Corp of Engineers (USACE) Fall Protection Standard
94
95 n. American Society for Testing and Materials, ASTM F887 Standard Specification for
96 Personal Climbing Equipment
97

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99 **5. APPLICABLE NIST DIRECTIVES**

- 100 a. NIST S 7101.20: [Work and Worker Authorization Based on Hazard Reviews](#)
101
102 b. NIST S 7101.21: [Personal Protective Equipment](#)
103
104 c. NIST S 7101.22: *Hazard Signage*
105
106 d. NIST S 7101.23: [Safety Education and Training](#)
107
108 e. NIST S 7101.24: [Incident Reporting and Investigation](#)
109
110 f. NIST S 7101.63: [Walking and Working Surface Program](#)
111
112 g. NIST S 7101.66: [Ladder Safety](#)
113
114 h. NIST S 7101.73: [Out of Service](#)
115

116
117 **6. REQUIREMENTS**

- 118 a. Fall protection and protection from falling objects shall be required for the following
119 conditions in a workspace:
120
- 121 (1) Walking and/or working surfaces with an unprotected side or edge that is:
122
- 123 (a) 4 feet (1.2 m) or more above a lower level during non-construction activities;
 - 124 (b) 6 feet (1.8 m) or more above a lower level during construction activities; or
 - 125 (c) Any height above dangerous equipment (see Section 7, **DEFINITIONS**); and
- 126
- 127 (2) Walking and/or working surfaces 4 feet or more above a lower level that have a hole (see
128 Section 7, **DEFINITIONS**), examples include, but are not limited to:
129
- 130 (a) Hoist areas;
 - 131 (b) Skylights; or
 - 132 (c) Chute openings; and
- 133
- 134 (3) Fixed ladders greater than 24 feet.
135
- 136
- 137
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- 139
- 140 b. Workspaces shall be inspected at least annually to identify conditions that may expose
141 personnel to:
142
- 143 (1) Falls from heights;
- 144
- 145 (2) Falling objects from workspaces identified in Section 6.a of this suborder.
146
- 147 If an uncontrolled hazard is identified during an inspection, immediate action shall be taken
148 to ensure personnel are not exposed to the hazard until the appropriate control measures have
149 been implemented.
150
- 151 c. Fall protection control measures shall be identified through a risk assessment methodology
152 conducted in accordance with NIST S 7101.20: *Work and Worker Authorization Based on*
153 *Hazard Reviews*.
154
- 155 (1) A Competent Person (see Section 7, **DEFINITIONS**) should be consulted during the
156 conduct of a hazard review involving a potential fall from heights.

- 157 (2) A fall hazard survey report should be used and included in the Hazard Review Analysis
158 (HRA) or Job Hazard Analysis (JHA) as appropriate to identify methods to eliminate or
159 control each identified fall from height hazard.
160
- 161 (3) Consideration of fall protection control measures² shall be made in the following order.
162
- 163 (a) Elimination of the fall hazard through:
164
- 165 i. Modification of the work, *e.g.*, lowering the work surface to ground level; or
 - 166
 - 167 ii. Substituting how the work is performed, *e.g.*, actuating an elevated valve
 - 168 using a chain at ground level.
 - 169
- 170 (b) Use of a passive fall protection system such as:
171
- 172 i. Guardrail system meeting the requirements of 29 CFR 1910.29;
 - 173
 - 174 ii. Safety net system meeting the requirements of 29 CFR 1926.502(c); and
 - 175
 - 176 iii. Hole covering meeting the requirements of 29 CFR 1910.29(e) and 29 CFR
 - 177 1926.502(i)(4).
 - 178
- 179 (c) Use of a travel restraint system meeting the requirements of 29 CFR 1910.140.
180
- 181 i. A Competent Person shall assist in the selection of the fall restraint system.
 - 182
- 183 (d) Use of a personal fall arrest system meeting the requirements of 29 CFR 1910.140(d).
184
- 185 i. A Competent Person shall assist in the selection of the personal fall arrest
 - 186 system.
 - 187
 - 188 ii. As part of the hazard review process, rescue procedures in accordance with
 - 189 ANSI/ASSP Z359.2-2017 Section 8.3 shall be developed and communicated
 - 190 to the Authorized Person(s) and Authorized Rescuer along with the use of
 - 191 personal fall arrest system.
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 - 193

² Examples of various fall protection control measures are provided in this section. This is not an inclusive list. Please contact OSHE (x5375, Option 3) for consultation regarding an appropriate control measure for a specific activity that requires fall protection.

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(e) Use of administrative controls such as:

- i. Designated Areas using Warning line system meeting the requirements of 29 CFR 1910.29 (d);
- ii. Controlled access zone meeting the requirements of 29 CFR 1926.502(g);
- iii. Signage; and
- iv. Having the services of an Authorized Rescuer, or rescue plan at the ready.

(4) In accordance with NIST S 7101.20, the hazard review shall clearly detail the reasoning for the fall protection control measures chosen for that specific activity.

d. Falling object protection control measures outlined in 29 CFR 1910.29(k) shall be identified through a risk assessment methodology conducted in accordance with NIST S 7101.20.

(1) A Competent Person should be consulted during the conduct of a hazard review involving potential falling object hazards.

(2) Consideration of falling object protection control measures³ shall be made in the following order.

(a) Engineering controls such as:

- i. Toeboards meeting the requirements of 29 CFR 1910.29(k);
- ii. Paneling or screening meeting the requirements of 29 CFR 1910.29(b)(2), 29 CFR 1910.29(b)(5) and 1910.29(k) or;
- iii. Canopies meeting the requirements of 29 CFR 1910.29(k)(3)

(b) Administrative controls such as restricting storage of materials within 4 feet of the working edge.

³ Examples of various falling object protection control measures are provided in this section. This is not an inclusive list. Please contact OSHE (x5375, Option 3) for consultation regarding an appropriate control measure for a specific activity.

- 230 (c) Personal protective equipment such as appropriate head protection for individuals
231 who may be exposed to the hazard of falling objects.
- 232 e. Outdoor work involving the use of a travel restraint system or personal fall arrest system
233 shall be prohibited when the following weather conditions are present:
234
- 235 (1) Sustained winds in excess of 25 miles per hour (mph) and/or wind gusts in excess of 35
236 mph.
237
- 238 (2) Storm Warning that is within +/- 30 minutes of either the incoming portion of the storm
239 or the outgoing portion as communicated by the National Weather Service for the region
240 of use; and
241
- 242 (3) When wet and freezing conditions that may increase the possibility of a fall from height
243 and/or affect the performance of personal fall arrest systems being used when guardrails
244 are not in place.
245
- 246 f. Inspection, Maintenance and Storage of Fall Protection Equipment
247
- 248 (3) Inspection, maintenance, storage, and care of equipment shall be performed in
249 accordance with the manufacturer's instructions unless special hazards or conditions
250 unique to an operation may require more stringent procedures than those recommended
251 by the manufacturer.
252
- 253 (4) Pre-use inspection shall be performed on equipment by the Authorized Person before
254 each use to verify that it has not sustained any wear or damage that would necessitate
255 taking it out of service.
256
- 257 (3) Fall protection equipment shall be inspected annually by a Competent Person to verify
258 that equipment is safe for use.
259
- 260 (a) This inspection shall be documented, and records shall be kept on file for the service
261 life of equipment.
262
- 263 (4) Fall protection equipment shall be taken out of service when:
264
- 265 (a) It fails any inspection;
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- 267 (b) It has been impacted by arresting a fall; or
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- 269 (c) The required inspection interval has been exceeded.

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(5) Equipment taken out of service shall be tagged “Out of Service”.

(a) “Out of Service” fall protection equipment shall only be returned to service after a Competent Person has performed an inspection and deemed the equipment safe for use.

(b) If “Out of Service” fall protection equipment fails an inspection by a Competent Person, it shall be:

i. Destroyed; or

ii. Returned to the manufacturer.

g. Training Requirements

(1) Training shall be provided, documented, and recorded in accordance with the requirements of NIST S 7101.23: *Safety Education and Training*.

(2) Employees and covered associates performing workplace inspections shall be trained in identifying potential situations that may lead to a fall from heights and falling objects from heights.

(3) Employees and covered associates who may be exposed to falls from heights (*i.e.*, working in and around an area where the fall protection measures are either incomplete or not in place) shall be trained on the following prior to engaging in that work:

(a) The nature of the fall hazards in the work area; and

(b) The control measures in place to prevent a fall from a height.

(4) Employees and covered associates required to use a travel restraint system or personal fall arrest system shall not be authorized to perform that work until after the following is completed:

(a) Training on the correct procedures for installing, inspecting, operating, maintaining, and disassembling the system(s) that the individual uses;

- 309 (b) Training on the correct use of the system(s) and equipment including, but not limited
310 to, proper donning, adjusting, hook-up, anchoring, and tie-off techniques, and
311 methods of equipment inspection and storage, as specified by the manufacturer; and
312 (c) Displaying their working knowledge of the system(s) to be used through a practical
313 demonstration.

314
315 Completion of these tasks shall be part of the consideration for authorizing an individual
316 to use a fall restraint system or personal fall arrest system, *i.e.*, making them an
317 Authorized User of the specific systems they will use. A Competent Person shall provide
318 this training.

319
320 (5) A Competent Person shall have training in the following topics:

- 321
322 (a) Applicable fall protection regulations/requirements, standards, equipment, and
323 systems used at NIST for fall protection;
324
325 (b) Fall hazard elimination and control methods;
326
327 (c) Procedures for conducting a fall hazard survey to identify fall hazards in a workspace;
328
329 (d) Estimating free fall distances and total required clearances;
330
331 (e) Fall protection system selection;
332
333 (f) How to conduct a detailed inspection of fall protection equipment components and
334 systems used at NIST;
335
336 (g) The dismantling, storage and the common hazards associated with each fall protection
337 system and component used at NIST; and
338
339 (h) Fall protection rescue procedures.

340
341 A Competent Person trainer shall provide this training.

342
343 (6) Authorized Rescuer shall have training in the following topics:

- 344
345 (a) Selection, inspection, use, storage and maintenance of fall protection equipment
346 according to the requirements set forth in ANSI/ASSE Z359-4 (2013) and the fall
347 protection equipment manufacturer's instructions;

348 (b) Rapid response to rescue an individual to minimize the dangers of suspension trauma
349 as well as care in handling the suspended worker, particularly if the worker is
350 unconscious;

351

352 (c) Emergency rescue planning and execution of self-rescue to include:

353

354 i. Authorized Rescuer safety as the first priority of the plan;

355

356 ii. What to do after a fall to protect the rescue subject from injury;

357

358 iii. Methods of rescue;

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360 iv. Authorized Rescuer availability;

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362 v. Type of equipment available for rescue and effective means to summon rescue
363 personnel; and

364

365 vi. Drilling of Authorized Rescuer(s) in rescue and evacuation procedures.

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367 (7) Refresher training

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369 (a) Employees and covered associates required to use a fall restraint system or personal
370 fall arrest system shall be provided refresher training at least every two years⁴.

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372 (b) Competent Persons shall be provided refresher training:

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374 i. At least every two years⁴; or

375

376 ii. When new fall protection systems are proposed to be used at NIST that the
377 individual is unfamiliar with.

378

379 (c) Authorized Rescuers shall be provided refresher training:

380

381 i. At least every two years⁴; or

382

383 ii. When new fall protection systems are proposed to be used at NIST that the
384 individual is unfamiliar with.

385

⁴ ANSI/ASSP 359.2-2017 Section 5.1.3.2

- 386 (8) Retraining
387 Retraining shall be provided to an employee or covered associated when:
388
389 (a) When changes in the workplace render previous training obsolete or inadequate;
390 (b) When changes in the type of fall protection system or equipment to be used render
391 previous training obsolete or inadequate; or
392
393 (c) When inadequacies in an individual's knowledge or use of fall protection systems or
394 equipment indicate that the individual no longer has the requisite understanding or
395 skill necessary to use equipment or perform the job safely.
396
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398 7. DEFINITIONS

399 Definitions common to all NIST OSH suborders can be found in Section 6 of [NIST O 710.01](#).
400 The definitions specific to this suborder are as follows:

- 401
402 a. Authorized Person – A person assigned by the NIST OU to perform duties at a location
403 where the person will be exposed to a fall hazard.
404
405 b. Authorized Rescuer – Person or persons other than the rescue subject acting to perform an
406 assisted rescue by operation of a rescue system.
407
408 c. Body belt (safety belt) – A strap with means both for securing about the waist and for
409 attaching to other components such as a lanyard used with positioning systems, travel
410 restraint systems, or ladder safety systems.
411
412 d. Competent Person (Fall Protection) – A person designated in writing by the OU Director to
413 be responsible for immediate supervising, implementing, and monitoring of work involving
414 the use of fall protection. This person, who through training, knowledge and experience in
415 fall protection and rescue systems and equipment, is capable of identifying, evaluating and
416 addressing existing and potential fall hazards and, who has the authority to take prompt
417 corrective measures with regards to such hazards.
418
419 e. Dangerous equipment – Equipment which, as a result of form or function, may be hazardous
420 to employees who fall into or onto such equipment (*e.g.*, chemical tanks, machinery,
421 electrical equipment, anything that could reasonably impale a person).
422
423 f. Falls from heights – Hazards associated with work performed at heights more than 4 feet
424 above the next lower level for non-construction activities and 6 feet above the next lower
425 level for construction activities.

- 426
- 427 g. Fall restraint system – A system designed to protect an individual from a fall from height by
- 428 preventing them from reaching a point where a fall could occur.
- 429
- 430 h. Free fall – The act of falling before a personal fall arrest system begins to apply force to
- 431 arrest the fall.
- 432
- 433 i. Free fall distance – The vertical displacement of the fall arrest attachment point on the
- 434 employee's body belt or body harness between onset of the fall and just before the system
- 435 begins to apply force to arrest the fall. This distance excludes deceleration distance, and
- 436 lifeline/lanyard elongation, but includes any deceleration device slide distance or self-
- 437 retracting lifeline/lanyard extension before they operate and fall arrest forces occur.
- 438
- 439 j. Guardrail system – A barrier erected to prevent employees from falling to lower levels.
- 440
- 441 k. Hole – A gap or void 2 inches (5.1 cm) or more in its least dimension, in a floor, roof, or
- 442 other walking/working surface.
- 443
- 444 l. Lower levels – Those areas or surfaces to which an employee can fall. Such areas or surfaces
- 445 include, but are not limited to, ground levels, floors, platforms, ramps, runways, excavations,
- 446 pits, tanks, material, water, equipment, structures, or portions thereof.
- 447
- 448 m. Passive Fall Protection System – A system that provides guarding of the fall hazard without
- 449 the use of personal protective equipment or active participation from the worker. Typical
- 450 passive solutions include guardrails or netting systems.
- 451
- 452 n. Personal Fall Arrest System – A system used to arrest an employee in a fall from a working
- 453 level. It consists of an anchorage, connectors, a body harness and may include a lanyard,
- 454 deceleration device, lifeline, or suitable combinations of these.
- 455
- 456 **Note:** As of January 1, 1998, the use of a body belt for fall arrest is prohibited.
- 457
- 458 o. Toeboard – A low protective barrier that will prevent the fall of materials and equipment to
- 459 lower levels and provide protection from falls for personnel.
- 460
- 461 p. Travel Restraint System – An active fall protection system couples the workers' body-
- 462 holding device(s), e.g., full body harness, to an anchorage using a suitable means such as
- 463 restraint lanyards. The system consists of an anchorage, connectors, and a body harness or
- 464 body belt. It allows a person to approach the edge but eliminates the possibility of going over
- 465 the edge.

- 466
467 q. Unprotected sides and edges – Any side or edge (except at entrances to points of access) of a
468 walking/working surface, e.g., floor, roof, ramp, or runway where there is no wall or
469 guardrail system at least 39 inches (1.0 m) high.
470 r. Walking/working surface – Any surface, whether horizontal or vertical on which an
471 employee walks or works, including, but not limited to, floors, roofs, ramps, bridges,
472 runways, formwork and concrete reinforcing steel but not including ladders, vehicles, or
473 trailers, on which employees must be located in order to perform their job duties.
474
475 s. Warning line system – A barrier erected on a roof to warn employees that they are
476 approaching an unprotected roof side or edge, and which designates an area in which roofing
477 work may take place without the use of guardrail, travel restraint system, or safety net
478 systems to protect employees in the area.
479
480 t. Work area – The portion of a walking/working surface where job duties are being performed.
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483 **8. ACRONYMS**

484 Acronyms common to all NIST OSH suborders can be found in Section 7 of [NIST O 710.01](#).
485 The acronyms specific to this suborder are as follows:

- 486
487 a. ANSI – American National Standards Institute
488
489 b. CFR – Code of Federal Regulations
490
491 c. OSH – Occupational Safety and Health
492
493 d. OSHA – Occupational Safety and Health Administration
494
495 e. OSHE – Office of Safety, Health and Environment
496
497 f. OU – Organizational Unit
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500 **9. RESPONSIBILITIES**

501 Roles and responsibilities common to all NIST OSH suborders can be found in Section 8 of
502 NIST O 7101.00. The roles and responsibilities specific to this suborder are as follows:

- 503
504 a. OU Directors are responsible for:
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- 506 (1) Establishing policies and procedures as needed for implementing this program within
507 their OUs and ensuring the implementation of those policies and procedures; and
508
- 509 (2) Designating in writing OU Competent Persons based on review of the individual's
510 knowledge, skills and abilities (KSAs) with respect to fall protection, their training, as
511 well as recommendations from the NIST Fall Protection Program Managers.
512
- 513 (3) Ensuring subordinate managers have the authority, resources, and training needed to
514 implement this program.
515
- 516 b. Division Chiefs (or Equivalent) are responsible for:
517
- 518 (1) Implementing this program within their organizations in accordance with the policies and
519 procedures established by their OUs;
520
- 521 (2) Allocating budgetary and other resources capable of ensuring the health and safety of
522 employees, covered associates, and visitors in divisional work areas;
523
- 524 (3) Providing support to group leaders, safety personnel, employees, and covered associates
525 in carrying out their responsibilities with respect to implementing the requirements of this
526 suborder and managing fall protection within the division; and,
527
- 528 (4) Acting on all incidents involving falls from elevation and related safety concerns reported
529 by divisional personnel quickly and completely to protect employees and covered
530 associates from the health and physical hazards presented by falls from elevation in
531 divisional work areas.
532
- 533 c. Employees and Covered Associates are responsible for:
534
- 535 (1) Completing the training designated by this program and their OUs and working in
536 accordance with that training;
537
- 538 (2) Operating in accordance with the requirements of this program and those established by
539 their OU; and
540
- 541 (3) Identifying the possible need for a review of fall protection control measures.
542
- 543 d. A Competent Person is responsible, when requested, for:
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- 545 (1) Assisting in identifying, evaluating, and addressing existing and potential hazards from
546 falls from heights and falling objects from heights during the hazard review process or at
547 a workspace;
- 548
- 549 (2) Selecting appropriate fall protection control measure(s);
- 550
- 551 (3) Inspecting fall protection equipment; and
- 552
- 553 (4) Providing training to Authorized Users.
- 554
- 555 e. Fall Protection Program Manager – is responsible for:
- 556
- 557 (1) Providing NIST employees, Competent Persons, and associates with straightforward
558 interpretations and explanations of how relevant regulations, codes, and standards in this
559 program area apply in the NIST environment;
- 560
- 561 (2) Creating, updating, and providing fall protection awareness training;
- 562
- 563 (3) Ensuring that training on this program is available and meets the needs of the
564 organization;
- 565
- 566 (4) Conducting onsite investigations and assessments to support OU hazards assessments;
- 567
- 568 (5) Participating in all incident and near miss investigations related to this program; and
- 569
- 570 (6) Performing a comprehensive program evaluation on an annual basis.
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- 572

573 **10. AUTHORITIES**

574 There are no authorities specific to this suborder alone. Authorities common to all NIST OSH
575 suborders can be found in Section 9 of NIST O 7101.00: *Occupational Safety and Health*
576 *Management System*.

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579 **11. DIRECTIVE OWNER**

580 Chief Safety Officer

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583 **12. APPENDICES**

584 a. Revision History

586 **Appendix A. Revision History**

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Version No.	Approval Date	Effective Date	Brief Description of Change; Rationale
1	10/07/2020		<ul style="list-style-type: none"> • None – Initial document
2		06/30/2023	<ul style="list-style-type: none"> • Updated Section 6.c.(3)(b)iii to include a reference to the OSHA Construction regulation for hole coverings - 29 CFR 1926.502(i)(4). • Corrected formatting in Section 6.d • Updated Footnote to include Version Number and changed page number format to “Page x of y”. • Changed Appendix A Table, Column 1 from “Revision No.” to “Version No.”. • NOTE: Effective date was originally TBD due to the COVID-19 pandemic. It was updated on 4/17/23.

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