

INFRASTRUCTURE SUPPORT SERVICES

Contract DE-EM0004062

Snow and Ice Removal Plan

PMA-PORTS-18-6310/R3

August 2020



PORTSMOUTH
MISSION ALLIANCE

Portsmouth Mission Alliance, LLC
managing the
Infrastructure Support Services at the
Portsmouth Gaseous Diffusion Plant
under contract DE-EM0004026 for the
U.S. DEPARTMENT OF ENERGY

Classification review required prior to public release



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Prepared for the
U.S. Department of Energy
Office of Environmental Management

by
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SNOW AND ICE REMOVAL PLAN

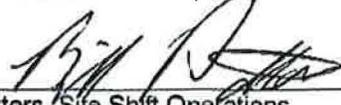
PMA-PORTS-18-6310/R3

August 2020

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REVISION LOG

Revision No.	Effective Date	Sections Affected	Description
0	8/29/2018	All	Initial Release
1	7/24/2019	iii 3.4 Attachment A Attachment B Attachment C	Updated Concurrence List Included reference to Attachment C Added OSWDF Critical Walkways Map Removed X-626 Pump house from Area 2 Updated document schema number
2	08/23/2019	Attachment A Attachment B Attachment B Attachment B	Updated PORTS Critical Walkways Map Updated Snow Removal Check Sheets Removed Highlight from X-326 Doors 4,6 Removed X-158 Trailers from Area 8
3	8/28/2020	iii Attachment A Attachment B Attachment B	Updated Concurrence List Updated PORTS Critical Walkways Map Prioritized X-112, X-3000 Truck Route Added X-206N to Parking Lot Checklist

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ACRONYMS

ACP	American Centrifuge Plant
DOE	U.S. Department of Energy
DUF ₆	Depleted Uranium Hexafluoride
FBP	Fluor-BWXT Portsmouth LLC
FSS	Facility Support Services
ICS	Incident Command System
ISS	Infrastructure Support Services
NOAA	National Oceanic and Atmospheric Administration
PMA	Portsmouth Mission Alliance, LLC
PORTS	Portsmouth Gaseous Diffusion Plant
PSS	Plant Shift Superintendent

1 INTRODUCTION

1.1 PURPOSE

The purpose of this Portsmouth Gaseous Diffusion Plant (PORTS) Site Snow and Ice Removal Plan, herein after referred to as the Plan, is to maximize the safe passage of personnel utilizing methods and resources that will lead to optimum efficiency. The Plan is to describe the snow removal and ice control in emergency and non-emergency situations at the PORTS site. This Plan has been coordinated among American Centrifuge Plant (ACP), Depleted Uranium Hexafluoride (DUF₆) Facility, Fluor-BWXT Portsmouth LLC (FBP), Portsmouth Mission Alliance, LLC (PMA), and the U.S. Department of Energy (DOE) personnel.

1.2 RESPONSIBILITIES

PMA will interface this Plan with all PORTS contractors to fully coordinate snow and ice removal tailored to support operations. The personnel listed in items below are responsible for coordinating and implementing snow removal activities. The Plant Shift Superintendent (PSS) on duty shall implement the incident command system (ICS) under the emergency management FBP-EM-PRO-00016 procedure as deemed necessary to acquire additional support for snow and ice removal emergencies that may result in critical site safety conditions and immediate safety hazards. The PSS, with support from the personnel listed in items below, will determine the appropriate time to request personnel to report and implement the requirements of this guide.

- PMA Maintenance is responsible for all snow/ice removal areas on site, except those listed for ACP and DUF₆. The individuals to contact at PMA for snow removal are:

Mark Anglemyer (Supervisor)	(W) 2235	(C) 740-977-8184	(H) 740-648-6282
Mark Barnett (Supervisor)	(W) 3675	(C) 740-835-6961	(H) 740-688-9633
Mark Miller (FSS Manager)	(W) 2812	(C) 740-648-0377	(H) 740-574-6275
Phil Moore (Facility Manager)	(W) 3528	(C) 740-977-8198	(H) 740-858-9833

- PMA Supervisor(s) on site will ensure that PMA personnel listed above are on site to support the following snow removal guide.
- PMA Service Workers and their backups will perform snow removal and ice control on PORTS site roads, parking areas, sidewalks, pads, stairs, and ramps, with tools and equipment normally used by that classification.
- PMA Maintenance Mechanics will be used to load salt in PMA salt trucks with a frontend loader or telehandler and will support equipment repairs as needed for all snow removal duties described in this guide.
- FBP Facility Managers are responsible for inspecting their areas and requesting snow removal for their areas through PMA points of contact listed above.
- ACP personnel are responsible for snow removal within the ACP leased areas, including the streets, parking lots, driveways, sidewalks, and entryways.

- The individuals to contact at ACP for snow removal are:

Aaron Strickland (C) 740-835-2032 (P) 740-289-0054
Dennis Martin (W) 289-3006 (C) 740-835-1762

- DUF₆ personnel are responsible for snow removal within the DUF₆ plant areas, excluding the streets and parking lot on the northwest area of the facility. The individual to contact for other areas of the facility is:

On-duty Facility Manager (C) 740-835-6559

2 PRIORITIZING SNOW AND ICE REMOVAL

Areas reported as safety concerns to PMA or FBP Safety and/or the PSS office will be assessed. If the area or areas are determined to be an immediate safety hazard, the PSS or Safety Representative will notify the PMA Facility Support Services (FSS) Department Manager (or designee) to change priorities. The PSS/Incident Commander may change priorities at any time due to an emergency and/or incident command condition.

2.1 METHODOLOGY

Priority areas for snow removal depend on the time of day, wind conditions, temperature, amount of accumulation, and anticipated accumulation forecast. The snow removal plan will be followed as closely as practical; any deviations will be at the discretion of the PMA maintenance supervisor in charge. When temperature fluctuations result in freezing and refreezing conditions, an evaluation of highly traveled walkways will be made to determine if additional treatment actions are necessary.

The PSS on duty always has the authority to implement the ICS under the Emergency Management FBP-EM-PRO-00016 procedure to acquire additional support for snow and ice removal emergencies that may result in critical site safety conditions and immediate safety hazards.

2.2 PRIORITY AND SEQUENCING

The PORTS Site Critical Walkways map is an approved document that illustrates the highest priority areas to be cleaned. With the exception of site ingress and egress roads, the critical walkways map covers priorities 1, 2, and 3 as specified in section C.3.5.3.3 of the PORTS Infrastructure Support Services (ISS) contract. The PMA snow removal check sheets, herein after referred to as Check Sheets, will be utilized for sequencing and tracking snow removal. The critical walkway priority areas shall be highlighted on the Check Sheets. Other areas on the map fit into contract priority 4 and will be on the Check Sheets, but **not** highlighted.

The Check Sheets will be used to track the progress of teams dispatched in the field. The map and Check Sheets are an integral part of this Plan and are provided in Attachment A and Attachment B.

3 SNOW AND ICE PREPARATION, SUPPLIES AND MATERIALS

3.1 PRE-SEASON PREPARATION OF EQUIPMENT

Most mobile equipment must be converted from mowing or miscellaneous grounds or road work prior to use for snow/ice removal. An organized approach early is a must to obtain needed parts, complete all known repairs, and performing preventive maintenance on equipment and components prior to mounting. The internal goal for PMA is to have 50% of the snow equipment ready for operation by November 15, and 100% ready by December 1.

Equipment conversion and repairs have been made repetitive tasks and are scheduled, closely monitored, and reported to senior management during this timeframe.

Most of the major equipment used for snow/ice removal is listed below:

- Kenworth dump truck with plow and salt spreader;
- International dump truck with plow and salt spreader;
- Small dump truck with plow and salt spreader;
- Six snow throwers;
- Four farm tractors with plows and salt spreaders;
- Four snow pusher boxes (two large, one medium, and one small) mounted onto appropriate machines to move large quantities of snow, primarily on parking lots;
- Five Ventrac mowers with cabs, plow blades/power brushes, and drop spreaders;
- Two Kubota mowers with cabs and plow blades; and
- One pickup truck with plow blade.

To remove snow/ice from tight spaces (e.g., decks, steps, and ramps) reliable manual/carried tools must be provided to select team members:

- Snow shovels and brooms, ensure a minimum of 20 sets are available;
- Eight high capacity backpack blowers and six hand-held leaf blowers; and
- Walk behind spreaders

3.2 EQUIPMENT LOAN AGREEMENTS

PMA will secure loan agreements with FBP for the following equipment (on an as needed basis):

- Two pay loaders:
 - One for loading salt;
 - One for largest snow pusher box; and

3.3 CHEMICAL TREATMENTS

The following are currently approved and the most effective chemicals for snow and ice removal:

- Purple Heat (MgCl, CaCl, KCl, and NaCl) – this is the best product for ice melt buckets. This is effective at much lower temperatures than plain salt (NaCl).
- Roadrunner (MgCl and NaCl) – this is effective at much lower temperatures than plain salt (NaCl).
- Safe-Paw Ice Melt (produced by Gaia Enterprises) – used around holding ponds and sample points.
- Bagged Rock Salt (NaCl) – used as a backup to the preferred ice melts.
- Bulk Rock Salt (NaCl) – used for roads, parking lots, and other large spaces.
- Approximately 300 five-gallon containers of ice melt or salt are distributed throughout the plant (except ACP leased areas and DUF₆ areas), near walkways and facility doors. These containers may also be placed at other specific locations where conditions pose danger to personnel, as requested and pending availability. Any person witnessing ice/snow on walkway areas may spread salt on these areas. PMA will ensure emergency buckets are refilled as needed.

NOTE: These containers are not to be used for treatment of large areas, such as parking lots. They are to be used on walkways, steps, or facility entrances. Containers are to be returned to their location after use.

3.4 ASSEMBLING WORKFORCE AND OFF-HOURS CALL-IN

Grounds Maintenance Service Workers provide snow and ice removal for PMA. During extreme weather, additional support will be needed to maintain walkways, parking lots, and roads in a safe manner. When assigning personnel, action will be taken in the following order:

- The Grounds Maintenance Supervisor(s) (or designee) will canvas both Grounds Maintenance crews.
- The Facility Maintenance Mechanical Supervisor (or designee) will canvas qualified Maintenance Mechanics for salt loading and equipment repairs.
- The Grounds Maintenance Supervisor(s) or the PSS, shall determine if the conditions and/or forecast dictate a larger workforce. If so determined, the Grounds Maintenance Supervisor(s) (or designee) canvas the other Service Workers who have asked to be canvassed for snow/ice removal work, while keeping respective documentation updated.
- If additional help is warranted, Grounds Maintenance Supervisor(s) (or designee) canvas other United Steelworkers personnel out of classification who have asked to be canvassed for snow/ice removal work, while keeping respective documentation updated.

- If further help is needed, Grounds Maintenance Supervisor(s) (or designee) will call PMA (qualified/trained) salaried personnel who have requested and been approved by their supervisor to participate in snow/ice removal.
- In extreme situations (i.e., a long and/or heavy snow) where all available personnel are not able to clear essential areas within a reasonable time, subcontractor support may be considered. This option shall be implemented only by direction from the PMA Project Manager.

Additional information may be found in Attachment C.

4 CONTROL AND EXECUTION OF SNOW AND ICE REMOVAL

4.1 TEAM COMMUNICATION AND ASSIGNMENTS

A Command Center is established in the X-751 facility and a supervisor is designated as the controller. Personnel called in or assigned to report for snow/ice removal will assemble in the X-751 facility.

Upon arrival at the site, each person will attend a pre-job briefing. Teams will consist of at least two individuals. The supervisor will assign teams according to the PMA Check Sheets, which include priorities from the critical walkways map and describe the assigned work areas. Qualified operators will be assigned machines to operate in priority areas first. Each team must have a cell phone or radio. Teams are to call the command center controller to report finish times at a specific assigned area(s). The controller will annotate on the Check Sheets that the area has been cleared and the time is logged. If the team members are not fatigued or cold, the controller will assign the team another area to work.

4.2 MONITORING WEATHER CONDITIONS

The official source for weather information/data is the National Oceanic and Atmospheric Administration (NOAA). Due to the distance from the NOAA station in Wilmington, Ohio, field personnel will be instructed to report condition changes (snow/freezing rain/sleet stops and starts) to the command center.

The PMA ISS contract defines a non-significant weather event as a snowfall of less than four hours duration or less than four inches of accumulation. Priority 1, 2, and 3 areas shall be free and clear within four hours of the completion of the weather event. Remaining areas shall be cleared within 12 hours. The PMA ISS contract defines a significant weather event as a snowfall of more than four hours duration or more than four inches of accumulation. Priority 1, 2, and 3 areas shall be free and clear within eight hours of the completion of the weather event. Remaining areas shall be cleared within 16 hours.

4.3 SNOW REMOVAL EXECUTION

Upon receiving their briefing and assigned area (check sheet), workers shall perform snow removal activities in accordance with the pertinent scope of work and hazard analysis.

The following are the Check Sheets (Attachment B) that will detail the various areas to be executed on plant site, with the **highlighted** activities taking priority on these Check Sheets:

- Outside Truck Route (trucks and tractors)
- Inside Truck Route (trucks and tractors)
- Parking Lots (trucks, tractors, loaders)
- Facility Steps and Walkways (Kubotas, Ventrats, manual labor)

Upon completion of each assigned activity on the check sheet, workers will provide feedback to the command center controller and continue through the check sheet until the entire area is complete. Once an entire Check Sheet is completed and depending on the weather situation, the command center controller will direct the workers to start over or move on to another work area with a new Check Sheet.

4.4 EQUIPMENT MAINTENANCE

Maintenance Mechanics will support snow/ice removal by operating loaders to fill trucks with bulk salt. Other Maintenance Mechanics aid to keep the various machines operational.

4.5 EXTREME SNOW/ICE EVENT

Extreme snow/ice events typically result from one or more of the following:

- Long duration snowfall;
- Repetitive snowfalls in a relatively short period of time;
- Heavy snow accumulation, particularly with re-freezing; and/or
- Extended periods at temperatures below rock salt effectiveness and heavy cloud cover.

Options include the following:

- Reassign other Service Workers and other PMA workers from other classifications.
- Delay work start time.
- Working through the PSS and with Protective Force, boundary off sections of parking lots to allow continuation of plowing and salting.
- Subcontract supplemental labor with PMA Project Manager approval.
- Cancel work, except Technical Safety Requirements minimum staffing and snow removal crews.
- In temperatures below effectiveness of salt (with no sunshine), sand and/or grit may be spread to provide traction for vehicles.

PMA management will provide frequent and accurate status to DOE, FBP, and other site contractors.

4.6 POST EVENT INSPECTIONS AND ACTIONS

Personnel will perform the following actions following a snow/ice event:

- Inspect and refill ice melt buckets.
- Wash and neutralize salt trucks.
- Wash salt from mobile equipment.
- Inspect roads, parking lots/areas, fences, signs, parking blocks, and miscellaneous structures for damage and submit work requests to correct deficiencies.
- Identify and schedule snow removal equipment repairs.
- Examine quantities of consumables (e.g., salt, ice melt, fuel, buckets, etc.) and submit purchase requisitions to replenish stock.

5 CONCLUSION

Winter brings increased exposure to various hazards due to snow and ice accumulation. It is imperative that PMA take the necessary measures to plan and prepare for winter's snow and ice storms. The PMA Snow and Ice Removal Plan strives to maximize service to ultimately minimize any hazards due to inclement winter weather. The Plan ensures that appropriate measures for the preparation of equipment, supplies, and materials are scheduled, procured, and completed prior to the winter season. It also verifies, through Check Sheets, the proper methodology for sequencing and prioritizing snow and ice removal to make the site as safe as possible with respect to winter hazards. Winter weather has many variable conditions to deal with throughout the season; PMA snow personnel are properly trained to provide service in snow and ice removal for the overall safety of personnel at the PORTS site.

ATTACHMENT A
PORTS SITE CRITICAL WALKWAYS

PORTS Site Critical Walkways





ATTACHMENT B
SNOW REMOVAL CHECK SHEETS

PMA SNOW REMOVAL CHECK SHEET

FACILITY STEPS & WALKWAYS

DATE: _____

TOTAL ACCUMULATION: _____

START TIME: _____

END TIME: _____

*Denotes Priority:

Note: Check Sheet does not have to be worked in order.

AREA 1	
AREAS	TIME
X-206A&B to X-108A&B	
X-1007	
XT-847	
X-1020	
X-112	
X-3000	
TEAM MEMBER(S)	Phone #

AREA 3	
AREAS	TIME
X-108B on Knox Ave	
X-108B to X-720	
X-720	
X-720 to X-705	
X-345	
X-627	
X-705	
X-720 to X-700	
X-700	
X-741 & X-742	
X-743	
X-744L	
X-109B Monitoring Station	
X-744J & X-744H	
TEAM MEMBER(S)	Phone #

AREA 2	
AREAS	TIME
X-108A Portal to X-104	
S X-108A Portal to XT-104B	
X-104 & X-104A	
X-750	
X-300	
X-300A	
X-109E Mnt St 11/Mahoning	
X-710	
X-540	
X-690	
X-670 (Mnt St X-109C)	
X-675	
TEAM MEMBER(S)	Phone #

PMA SNOW REMOVAL CHECK SHEET

FACILITY STEPS & WALKWAYS

Note: Check Sheet does not have to be worked in order.

AREA 4	
AREAS	TIME
X-108H Portal to X-333 D11	
X-108H-1 Portal to X-333 trailers	
X-333 Door 2	
X-333 Trailers to X-333 D9	
X-333	
X-108H Portal to X-330 D1	
X-330 D2 to LAW Pad	
X-330	
X-330 Track Alley to C-Lot	
X-108H 4 Mont St	
X-108H Portal to X-342/344	
X-342/344 to X-745B CY	
X-640-1 Pumphouse	
X-108E Mont St (C-lot)	
X-530 Switch House	
X-530 alley, offices, shop	
X-343	
X-740	
TEAM MEMBER(S)	Phone #

AREA 5	
AREAS	TIME
X-151 Trailers	
X-152 Trailers	
X-752 Trailers	
X-780 OSWDF Trailers	
TEAM MEMBER(S)	Phone #

AREA 6	
AREAS	TIME
X-1107BP Portal to X-1000	
X-1000	
X-1000T1	
X-751	
X-622	
XT-801	
X-611 & 611E	
X-108H X-108H-1 MAC	
Portals to Parking Lot	
X-735A	
X-6619 & X-6614E	
TEAM MEMBER(S)	Phone #

AREA 7	
AREAS	TIME
X-108E MACs inside/out	
X-108E to X-111B	
X-623	
X-744G	
X-108S	
TEAM MEMBER(S)	Phone #

PMA SNOW REMOVAL CHECK SHEET

FACILITY STEPS & WALKWAYS

Note: Check Sheet does not have to be worked in order.

AREA 8	
AREAS	TIME
X-760 Trailers	
XT-104 B, C, D	
X-720 Trailers	
X-333 Trailers	
X-157 Trailers	
X-744Y Trailers	
X-533 Trailers	
X-633 Trailers	
TEAM MEMBER(S)	Phone #

PMA SNOW REMOVAL CHECK SHEET

INSIDE TRUCK ROUTE

DATE: _____

TOTAL ACCUMULATION: _____

START TIME: _____

END TIME: _____

*Denotes Priority:

Note: Check Sheet does not have to be worked in order.

INSIDE TRUCK ROUTE	
ROADS	TIME
Falcon, Egle, Morton	
X-1007 (Fire Dept)	
X-1020	
X-3000	
X-112	
XT-847	
10th Street	
Pike Avenue	
X-344	
X-342	
20th Street	
Ottawa Avenue	
Greene Avenue	
27th Street	
X-533	
X-640 Pumphouse	
X-633 Area	
Defiance Avenue	
18th Street	
X-343	
16th Street	
X-1085 to X-157 Trailers	
X-157 (Lot)	
X-744 (X-206M Lot)	
Brown Avenue	
Lawrence Ave (X-700/X-705)	
X-104 and X-730 (guard parking)	

INSIDE TRUCK ROUTE	
ROADS	TIME
X-700	
X-705	
X-720	
Miami Avenue	
Jackson Avenue	
12th Street	
Knox Avenue	
Mahoning Avenue	
11th Street	
X-300 (X-206K Lot)	
X-710	
9th Street	
7th Street	
X-670	
6th Street	
5th Street	
X-626 Pumphouse	
Scioto Avenue	
Patrol Road	
X-345 (Guards must unlock)	
X-747K (Upon Request)	
Lake Avenue	
19th Street	
Washington Avenue	
17th Street	
X-630 Area	

TEAM MEMBER(S)

TELEPHONE NUMBER(S)

PMA SNOW REMOVAL CHECK SHEET

OUTSIDE TRUCK ROUTE

DATE: _____

TOTAL ACCUMULATION: _____

START TIME: _____

END TIME: _____

*Denotes Priority:

Note: Check Sheet does not have to be worked in order.

OUTSIDE TRUCK ROUTE	
ROADS	TIME
Hewes Street	
North Perimeter Road	
Main Parking Lot Ramp	
East Access Road	
X-611	
North Access Road	
OSWDF Access (X-786)	
West Access Road	
South Perimeter Road	
South Access Road	
Southwest Construction Rd	

OUTSIDE TRUCK ROUTE	
ROADS	TIME
Booster Pump Station Rd (X-752)	
Fog Road	
A Road	
B Road	
C Road	
Construction Access Rd	
Contractors Access Rd (NPQ)	
Truck Access Road	
Holding Pond Access Roads	
*Salt parking lots after cleared	

TEAM MEMBER(S)

TELEPHONE NUMBER(S)

PMA SNOW REMOVAL CHECK SHEET

PARKING LOTS

DATE: _____ TOTAL ACCUMULATION: _____
START TIME: _____ END TIME: _____

*Denotes Priority:

note: Check Sheet does not have to be worked in order.

PARKING LOTS	
PARKING LOTS	TIME
X-2207A	
X-112 Lot	
X-1020 Lot	
X-3000 Lot	
X-1000 DOE Lot	
X-206A	
X-206B	
X-206L (X-151)	
X-206H	
X-206H-1	
X-206J (XT-801)	
X-206E	
X-206N (X-333 Trailers)	
X-780 OSWDF	
X-752	
X-751	
DUF ₆ Lot	

TEAM MEMBER(S)	TELEPHONE NUMBER(S)
_____	_____
_____	_____
_____	_____
_____	_____

ATTACHMENT C
SNOW AND ICE REMOVAL POLICY

	PMA FS FS POL 4121	Rev. 0	Snow and Ice Removal Policy	Page 1 of 2
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1 PURPOSE

The Portsmouth Mission Alliance, LLC (PMA) Snow and Ice Removal Policy is to provide a better understanding of the process followed in the event additional support is needed during inclement weather. It is imperative that snow and ice be removed in a timely manner to help ensure the safety of employees.

2 SCOPE/PERSONNEL ASSIGNMENTS

Service Workers under Grounds Maintenance provide snow and ice removal for PMA. During extreme weather, additional support will be needed to maintain sidewalks, parking lots and roads in a safe manner. When assigning personnel, action will be taken in the following order:

1. The Grounds Maintenance Supervisors (or designee) will canvas both Grounds Maintenance crews.
2. The Facility Maintenance Mechanical Supervisor (or designee) will canvas qualified Maintenance Mechanics for salt loading and equipment repairs.
3. The Grounds Maintenance Supervisor(s) or the Plant Shift Superintendent, shall determine if the conditions and/or forecast dictate a larger workforce. If so determined the Grounds Maintenance Supervisor(s) (or designee) canvas the other Service Workers who have asked to be canvassed for snow/ice removal work, while keeping respective documentation updated.
4. If additional help is warranted, Grounds Maintenance Supervisor(s) (or designee) canvas other United Steelworkers (USW) personnel out of classification who have asked to be canvassed for snow/ice removal work, while keeping respective documentation updated.
5. If further help is needed, Grounds Maintenance Supervisor(s) (or designee) will call PMA (qualified/ trained) salaried personnel who have requested and been approved by their supervisor to participate in snow/ice removal.
6. In extreme situations (i.e., a long and/or heavy snow) where all available personnel are not able to clear essential areas within a reasonable time, subcontractor support may be considered. This option shall be implemented only by direction from the PMA Project Manager.

3 LIMIT OF HOURS WORKED

Personnel are normally not to exceed 16 continuous work hours and are not allowed to return to work before 8 hours have elapsed. In extreme circumstances, the PMA Project Manager (per PMA PI HR POL 3363, *Consecutive Work Hours – Administrative Control*) can authorize an extension beyond the 16 hours. For salaried employees, the individual's manager must also approve the extension.

	PMA FS FS POL 4121	Rev. 0	Snow and Ice Removal Policy	Page 2 of 2
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4 RATE OF PAY

Hourly personnel will be paid in accordance with the Service Contract Act. Since a Collective Bargaining Agreement (CBA) is in place for this work, the (CBA) dictates the minimum pay amount.

Salaried personnel at a minimum will be paid the hourly rate equivalent to a Service Worker 1. If the salaried employee's regular hourly rate is greater than the rate of a Service Worker 1, they will be paid wages equivalent to their regular salary. All other regular pay guidelines will be in place.

5 REQUIREMENTS

The contingent Salary Snow and Ice Removal Crew will be selected by management and assigned duties as needed by PMA management. Only volunteers who have completed the required training as listed within the Training Position Description (TPD) as well as any fitness for duty requirements shall be part of the contingent Salary Snow and Ice Removal Crew.