

NOTE: MAREK Employee Communications Survey

This company-wide survey is designed to better understand how employees receive information, which communication methods are most effective, and where there may be opportunities to improve communication across MAREK.

The goals of the survey are to:

- Understand how employees prefer to receive company information.
- Identify communication gaps, challenges, and opportunities for improvement.
- Determine which communication channels are most effective for reaching different employee groups.
- Use employee feedback to strengthen future communication efforts across the company.

Scan the QR code to complete the survey. Your feedback matters.



WAR ON FALLS SUSPENSION RECAP ZERO TOLERANCE

These zero-tolerance policies mean that certain unsafe employee actions will automatically result in suspension from work. **To ensure employees understand which actions will result in suspension, we will recap the WAR ON FALLS safety violations that will result in a minimum two-day suspension.**

LADDERS

1. Standing on the top or second step from the top of a ladder.
2. Walking a ladder
3. Standing on the backside of a portable ladder or standing while facing away from the ladder.
4. Straddling over the top or sitting on the top of a ladder.
5. Overreaching the upper trunk of the body beyond the confines of the ladder.
6. Using any ladder with a major defect that was missed during the daily inspection.
7. Failure to follow the three-point climbing rule.

8. Using a ladder to mount or dismount stilts

SCAFFOLDS

1. Working on Web-Tex scaffolding above 48 inches without guardrails.
2. Working on J-line scaffolds above 6 feet without guardrails or fall protection.
3. Failing to lock wheels on the scaffold.
4. Working on any platform that is not fully decked.
5. Failing to lock/inspect/check all trusses and braces.
6. Stepping or climbing on the braces of any scaffold.
7. Failing to secure the wheel to J-line scaffolding with gravity pins.
8. Standing on any part of the guardrail of a scaffold.
9. Failing to choose the proper scaffold for the job, such as using Web-Tex scaffolding outside confined areas, including stairwells, small rooms, and hallways.
10. Failing to follow the three-point climbing rule.

STILTS

1. Walking in an area that has obviously not been cleaned, working within three feet of trash piles or materials in the area, or creating tripping and/or slipping hazards with debris from our work.
2. Working on stilts with major defects missed during daily inspection.
3. Working around guardrails or window openings without raising the guardrails a proportionate amount to the height of the stilts.
4. Walking in areas with holes or drop-offs in the floor.
5. Stepping off the floor while on stilts, such as stepping up ladders or stairs.
6. Jumping on or off stilts.
7. Using a ladder to mount or dismount stilts

OTHER FALL EXPOSURES

1. Any employee working in any area where a six-foot fall exposure exists and choosing not to provide protection will be issued a minimum two-day suspension without pay.
2. Any employee removing fall protection in any work area and leaving the area exposed will be issued a minimum two-day suspension without pay.
3. Any employee using an unstable object that has not been approved by your supervisor and can expose you to a fall will be issued a minimum two-day suspension without pay.
4. Any employee using a platform, box, or object to increase height on an Elevating Working Platform.

There is no way to list every exposure that, if not addressed, will result in disciplinary suspension. However, each item on this list will be considered an unacceptable work practice subject to disciplinary action.