NIGHT WORK AND ILLUMINATION

Visibility, glare, traffic and fatigue controls

POLICY STANDARD	Pheifer Brothers employees will plan and perform night work and illumination work using the controls, training, inspections and stop-work expectations in this policy.

PHEIFER BROTHERS CONSTRUCTION CO., INC.

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USE OF THIS POLICY	This policy states minimum company expectations. The applicable OSHA standard, manufacturer instructions, project specifications, WisDOT requirements and site-specific plans may require additional controls.

Primary Regulatory References

29 CFR 1926.26; 1926.56; MUTCD Part 6; WisDOT requirements

Official OSHA construction standards: www.osha.gov/laws-regs/regulations/standardnumber/1926

1. Purpose, Scope and Responsibilities

Purpose and Scope

This policy establishes Pheifer Brothers' minimum requirements for night work and illumination during heavy-highway, bridge, shop, yard and support operations. It applies to employees, temporary workers and subcontractors whose work creates or is exposed to these hazards.

Management / Project Management

- Provide suitable equipment, plans, training, qualified resources and time to perform the work safely.
- Identify regulatory, owner and manufacturer requirements before work is scheduled.
- Correct deficiencies and maintain required program, inspection, training and exposure records.

Foreman / Designated Competent Person

- Complete the pre-task assessment with the crew and verify required controls before exposure begins.
- Inspect work, equipment and changing conditions at the frequency required by the applicable standard.
- Stop work, isolate hazards and elevate unresolved technical or resource issues.

Employees

- Follow the plan, training, signs, permits and manufacturer instructions.
- Inspect assigned PPE/equipment and report defects or changed conditions immediately.
- Use stop-work authority without fear of retaliation when conditions are unsafe or unclear.

STOP-WORK AUTHORITY	Any employee may stop work when a required control is absent, ineffective or no longer matches conditions. Work resumes only after correction and authorized reassessment.

2. Planning and Required Controls

Before night work and illumination begins, the foreman will review the task, affected people, equipment, environment, adjacent operations and emergency needs. The following minimum controls apply:

- Plan illumination by work task and meet OSHA minimum intensities plus project requirements.
- Light work surfaces, access routes, equipment paths, signs/flagger stations and emergency areas.
- Aim/shield lights to control glare for workers and motorists; avoid deep shadows and flicker.
- Use retroreflective high-visibility apparel suitable for nighttime conditions.
- Inspect lights, generators, cords and GFCI protection before each shift.
- Increase spotters, delineation and communication where visibility is limited.
- Manage fatigue through scheduling, breaks, rotation and fitness-for-duty monitoring.
- Maintain backup lighting or stop work if critical lighting fails.

Coordination

- Communicate limits, exclusion zones and handoffs to affected crews and subcontractors.
- Resolve conflicts with traffic, utilities, cranes, excavations, water, public access and environmental controls.
- Use current drawings, permits, SDSs, manufacturer instructions and project requirements.

FIELD EXPECTATION	The written plan must match the actual crew, equipment, sequence, location and conditions. Generic paperwork does not authorize work when field conditions differ.

3. Field Operations and Verification

Before Each Shift or Work Phase

- Verify employee training/authorization and required competent or qualified persons.
- Inspect tools, equipment, protective systems, PPE, access and emergency resources.
- Confirm weather, lighting, ground, traffic, water, utilities and simultaneous operations remain acceptable.
- Review communication methods, exclusion zones, stop-work signals and emergency actions with the crew.

During the Work

- Maintain controls continuously and keep unauthorized people outside hazard areas.
- Follow the planned sequence and rated capacities; do not improvise modifications.
- Pause and reassess after alarms, defects, near misses, weather changes or unexpected conditions.
- Keep the work area orderly and preserve emergency access.

End of Shift / Handoff

- Leave equipment, energy sources, excavations, materials and temporary systems in a stable secured condition.
- Communicate remaining hazards and restrictions to the next shift and controlling contractor.
- Document inspections, deficiencies, corrective actions and any required permit closeout.

VERIFY, DO NOT ASSUME	A prior shift's inspection or another employer's work does not replace the current crew's field verification.

4. Stop Work, Emergency Actions and Records

Immediate Stop-Work Triggers

- Required light level or backup fails
- Glare blinds workers or motorists
- Traffic-control devices are not visible
- Fatigue or visibility prevents safe performance

Emergency Actions

- Stop the operation and isolate energy/movement when it can be done safely.
- Warn others, protect the scene and move to the designated safe location.
- Call 911 for serious injury, fire, collapse, electrical contact, uncontrolled release or other immediate danger.
- Do not attempt technical rescue unless trained, equipped and assigned under the site plan.
- Notify the foreman/project manager and provide the exact project location and access point.

Training and Records

- Train employees before assignment and when equipment, hazards, procedures or regulations change.
- Toolbox talks may reinforce this policy but do not replace required operator, competent-person or regulatory training.
- Maintain applicable inspections, permits, exposure data, certifications, training, incidents and corrective actions.
- Review this controlled policy at least annually and after significant changes or incidents; printed copies are uncontrolled unless formally issued.

Enforcement

Bypassing safeguards, entering restricted areas, operating without authorization or continuing after a stop-work condition is a safety violation subject to corrective action under company policy.

5. Test Your Knowledge

Circle the best answer. Review missed questions with your foreman before performing this work.

1. When may night work and illumination begin? A. Whenever equipment is available B. After hazards and required controls are verified C. After lunch	2. What should an employee do when conditions differ from the plan? A. Continue carefully B. Stop and notify the foreman C. Ignore the change
3. Who may bypass a required safeguard? A. Experienced employees B. No one C. The fastest operator	4. What does a toolbox talk replace? A. All formal training B. Nothing; it only supplements required training C. Competent-person duties
5. When may work restart after a stop? A. When the crew is behind schedule B. After correction and authorized reassessment C. When the hazard is less visible	6. What must field verification include? A. Only yesterday's paperwork B. Actual current people, equipment and conditions C. Only the weather
7. Who has stop-work authority? A. Only management B. Every employee C. Only inspectors	8. What is required for technical rescue? A. Good intentions B. Trained, equipped and assigned responders C. Any available employee
9. What should happen to defective equipment? A. Use it slowly B. Remove or control it until corrected C. Hide the defect	10. What governs when requirements differ? A. The least strict option B. Applicable law, approved plan and more protective requirement C. Crew preference

EMPLOYEE: _____ DATE: _____

ANSWER KEY: 1-B | 2-B | 3-B | 4-B | 5-B | 6-B | 7-B | 8-B | 9-B | 10-B