



WORKING IN OR NEAR LIVE TRAFFIC

Temporary Traffic Control, Worker Visibility and Intrusion Response

POLICY STANDARD

Install and verify the approved traffic-control system before exposure begins. Separate workers from public and construction traffic, preserve escape routes, and stop work whenever actual conditions exceed the protection provided.

PHEIFER BROTHERS CONSTRUCTION CO., INC.

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USE OF THIS POLICY

This policy establishes minimum company expectations and is not all-inclusive. The approved project traffic-control plan, contract documents, special provisions, Wisconsin MUTCD and 2026 Wisconsin Work Zone Field Manual govern when they require additional or more protective controls.

Primary References

- Wisconsin Manual on Uniform Traffic Control Devices (WMUTCD), current adopted edition
- 2026 Wisconsin Work Zone Field Manual
- Approved project traffic-control plans, contract documents and special provisions
- 29 CFR 1926.200-203 - Signs, signals and barricades
- ANSI/ISEA 107 - High-visibility safety apparel, as incorporated by applicable requirements

Official resources: wisconsindot.gov/.../wzfm.aspx, wisconsindot.gov/.../wmutcd.aspx and osha.gov/laws-regs/regulations/standardnumber/1926/1926.201

1. Purpose, Scope and Responsibilities

Purpose and Scope

This policy protects employees, motorists, pedestrians, bicyclists and other road users during bridge, roadway, shoulder, lane-closure, crossover, traffic-shift, mobile, flagging, construction-entrance and internal work-zone operations. It also applies on roads closed to through traffic but open to local, emergency, delivery or construction traffic.

Management / Project Management

- Obtain or develop the approved temporary traffic-control (TTC) plan and provide required devices, barriers, lighting and protective vehicles.
- Assign qualified traffic-control supervision and coordinate with WisDOT/owner, local agencies, law enforcement, EMS and subcontractors.
- Provide training appropriate to employee, flagger, installer and supervisor duties.
- Develop project intrusion/crash response and maintain emergency access.

Traffic-Control Supervisor / Competent Person

- Implement and inspect the approved plan and correct displaced, damaged or ineffective controls.
- Evaluate actual speed, volume, sight distance, queues, visibility and worker exposure.
- Coordinate authorized field changes with the responsible project authority.
- Stop work whenever traffic cannot be controlled or conditions materially differ from the plan.

Foremen and Employees

- Foremen review traffic hazards, escape routes, employee/equipment paths and changes during pre-task planning.
- Employees remain in designated areas, wear required PPE, follow flagger/spotter direction and report hazards.
- No employee may move or alter a TTC device unless trained and authorized.
- Every employee has authority to stop work when protection is inadequate.

STOP-WORK AUTHORITY

Work resumes only after the traffic-control supervisor or authorized project representative confirms that effective protection has been restored.

2. Temporary Traffic-Control Plan and Work-Zone Components

Plan Required

- Any work affecting motorists, pedestrians or bicyclists requires an appropriate TTC plan or approved typical application.
- Install and verify required controls before employees or equipment enter exposure.
- Follow project plans/specifications/special provisions first, then the Wisconsin Work Zone Field Manual for other applicable layouts.
- Field conditions never justify an unauthorized reduction in protection; obtain approval for material changes.

Plan Elements

- Advance warning, lane/shoulder closure, tapers, transitions, longitudinal/lateral buffers, work/activity area and termination.
- Traffic shifts, crossovers, one-lane two-way traffic, flagging/AFAD stations and speed management.
- Positive protection, temporary barrier, protective vehicles and truck/trailer-mounted attenuators where required.
- Construction entrances, equipment crossings, pedestrians, bicyclists, businesses/residences and emergency vehicles.
- Night visibility, queues, incident response and removal/covering of devices when not applicable.

Work-Zone Components

AREA	PURPOSE / COMPANY EXPECTATION
Advance warning	Alert road users early enough to understand and respond.
Transition	Move traffic from the normal path through the approved taper.
Buffer	Provide recovery space; keep clear of workers, vehicles, equipment and stored material unless specifically authorized.
Activity	Separate the traffic space, buffer and protected work space.
Termination	Return traffic to its normal path and remove conflicting messages.
KEEP BUFFERS CLEAR	A buffer is not a parking, staging or material-storage area. Occupying it eliminates the recovery space designed to protect the crew.

3. Pre-Work Assessment, Inspections and Plan Changes

Before Each Shift or Work Phase

- Evaluate posted/actual speed, volume, vehicle mix, lane/shoulder width, curves, hills and sight distance.
- Review intersections, ramps, driveways, pedestrian/bicycle activity and accessibility needs.
- Consider duration, queue/back-up potential, nearby projects/events and emergency access.
- Map construction equipment, trucks, deliveries, crossings, employee work positions and escape routes.
- Assess weather, daylight, glare, dust, fog, precipitation and night lighting.
- Brief the crew on the layout, changes, intrusion alarm and safe escape locations before entry.

TTC Inspection

- Inspect before work, after setup, periodically during the shift, at night and after weather, a crash, intrusion or device movement.
- Verify location/spacing, orientation, visibility, legibility, stability/ballast, lighting, arrow boards, tapers, buffers and barrier continuity.
- Remove/cover conflicting or unnecessary signs and devices.
- Check pedestrian/bicycle routes, accessible transitions, traffic queues, driver confusion and sight distance.
- Correct deficiencies promptly and document inspections required by the project.

Changes and Escalation

- Employees may make only authorized adjustments within their training and the approved plan.
- Material deviations require review/approval by the responsible project authority.
- If the plan cannot safely address actual conditions, suspend affected work and request modification.
- After a crash or intrusion, inspect the entire affected setup before reopening the work area.

ACTUAL CONDITIONS CONTROL

A drawing is not proof of safety. If traffic behavior, queues, visibility or work operations differ from assumptions, stop and reassess.

4. High-Visibility Apparel and Employee Positioning

Company Minimum Apparel

WORK CONDITION	MINIMUM COMPANY REQUIREMENT
Closed road with authorized/local/construction traffic	ANSI/ISEA 107 Type R, Performance Class 2.
Active traffic at 25 mph or less, daylight	Type R, Performance Class 2.
Active traffic 26-50 mph, daylight	Type R, Performance Class 3.
Active traffic above 50 mph	Type R, Performance Class 3.
Dusk, dawn, night or limited visibility	Type R, Performance Class 3; add compliant high-visibility lower-body apparel when project requirements call for a Class 3 ensemble.
Flagging/directing public traffic	Type R, Performance Class 3 company minimum; follow any more protective contract requirement.

The WMUTCD requires workers exposed to public or construction traffic in the TTC zone to wear high-visibility apparel meeting Performance Class 2 or 3. The table above is Pheifer Brothers' more specific minimum selection rule; project requirements control when more protective.

Condition and Other PPE

- Keep retroreflective areas visible; clean or replace faded, torn, dirty or covered garments.
- Rainwear/winter outer layers must meet the required class or be worn so compliant apparel remains fully visible.
- Wear company-required hard hat with chin strap buckled, safety glasses, work boots and task-specific PPE.

Safe Positioning and Escape

- Remain inside the protected work space whenever possible and identify an escape route before exposure.
- Never stand between traffic and a barrier, truck, equipment, bridge edge or excavation without a viable escape path.
- Do not occupy buffers, blind spots, backing paths or equipment swing radii.
- Cross or enter a live lane only when authorized and controlled; never retrieve dropped tools from traffic without protection.
- Keep escape routes free of tools/materials and update them as operations move.

VISIBILITY IS NOT PROTECTION

High-visibility apparel helps drivers see workers; it does not replace barriers, closures, buffers, protective vehicles or safe positioning.

5. Device Installation, Removal and Positive Protection

Installation and Removal

- Plan the sequence, protective vehicle/attenuator, crew roles, communication and escape routes before entering traffic.
- Install so workers first gain advance warning and protection; remove in reverse order when practicable.
- Minimize time in live lanes and use mechanical placement/retrieval when appropriate.
- Face approaching traffic when practicable; use another protective measure when a worker must turn away.
- Secure devices against wind/traffic and use crashworthy devices where required.
- Stop when sight distance, driver behavior, queueing, weather or visibility makes the operation unsafe.

Positive Protection and Protective Vehicles

- Use temporary barrier, shadow/protective vehicles, truck/trailer-mounted attenuators or other systems when required by plan or exposure.
- Maintain required vehicle positioning, roll-ahead distance, brakes, warning lights and escape space.
- Do not occupy an attenuator vehicle unless the operation/plan permits and the vehicle provides the intended protection.
- Never park work vehicles where they block signs, reduce sight distance or push employees toward traffic.
- Do not move, alter, pin equipment against or use temporary barrier as material support without approval.

Traffic-Control Devices

- Use approved signs, drums, cones, barricades, arrow boards and lighting in the correct orientation and spacing.
- Keep devices clean, upright and visible; immediately address struck/displaced devices when it is safe to do so.
- Do not create unauthorized openings in channelization or barrier.
- Remove or cover messages that no longer apply to avoid driver confusion.

PROTECT THE SETUP CREW

Installing and removing controls may be the crew's highest traffic exposure. The protection sequence must be planned as carefully as the work itself.

6. Flagger Qualifications, Stations and Conduct

Qualifications and Authorization

- Only trained, authorized employees may flag; training must meet applicable Wisconsin, WisDOT, WMUTCD and contract requirements and be documented.
- Flaggers must understand approved procedures, communicate clearly, recognize hazards, remain attentive and move to safety.
- Use a STOP/SLOW paddle as the primary hand-signaling device unless an approved plan or emergency authorizes another method.
- Anyone may give an emergency warning when an immediate hazard is observed.

Flagger Station

- Locate for required sight distance and visibility, away from other workers, shadows, signs, equipment and blind spots.
- Provide a clear escape route that does not lead into traffic, equipment, an excavation or bridge edge.
- Stand on the shoulder/closed lane and enter the lane only as needed after traffic has stopped.
- Provide adequate nighttime illumination without glare.
- Do not flag from a parked vehicle or from a location where another operation competes for attention.

Conduct

- Face approaching traffic, hold the paddle correctly and keep it visible; make eye contact with the first driver when possible.
- Remain standing/attentive, maintain communication and release traffic only after confirmation.
- Keep the escape route clear and warn the crew immediately of erratic or intruding traffic.
- No personal phone, earbuds/headphones, reading, eating, smoking, sitting or other duty while actively flagging.
- Do not turn away, lean the paddle against a device or leave until properly relieved.

FLAGGING IS ONE JOB

A flagger may not simultaneously receive deliveries, spot equipment, complete paperwork or perform another task.

7. One-Lane Traffic, Internal Traffic and Backing

One-Lane, Two-Way Traffic

- Normally station one flagger at each end and designate a coordinator.
- Maintain reliable communication and confirm the lane is clear before releasing opposing traffic.
- Control driveways/intersections within the closure and monitor queues.
- If communication fails, both ends stop traffic until coordination is restored.
- Use a single flagger only when the approved plan allows it and the flagger can see/control the entire operation.

Internal Traffic-Control Plan

- Separate workers on foot from construction vehicles with designated routes, pedestrian paths and restricted areas.
- Use one-way travel where practical; identify entrances/exits, staging, deliveries, parking, backing zones, speed limits, radios and emergency access.
- Coordinate internal and public TTC so trucks do not enter/exit the highway unexpectedly.
- Revise routes as work phases, material storage, cranes or bridge access change.

Operators, Backing and Spotters

- Operators wear seat belts, inspect equipment, obey routes/speeds, verify paths, yield to employees and avoid unnecessary backing.
- Use functioning alarms; cameras/mirrors assist but do not replace direct observation or a required spotter.
- When using a spotter, agree on signals and maintain continuous visual/radio contact; stop immediately if contact is lost.
- Spotters stay visible, outside the path/pinch points, with an escape route and no competing duty.
- Equipment may not swing, rotate or extend into an open lane without an approved closure/control.

**LOST CONTACT =
STOP**

If an operator cannot see or hear the assigned spotter, movement stops immediately and does not resume until communication is reestablished.

8. Entrances, Deliveries, Closed Roads and Public Access

Construction Entrances and Exits

- Provide sight distance, stable surface, truck clearance, mud/debris control, required signs/flagging and night lighting.
- Avoid backing from the public road into the site unless specifically planned and controlled.
- Prevent trucks from stopping or queuing in an open lane; provide staging instructions.
- Promptly remove tracked mud, concrete, aggregate or debris using a method protected by the TTC plan.

Delivery Drivers and Visitors

- Provide entry/exit route, site speed, staging, PPE, spotter, restricted-area, communication and emergency instructions.
- Keep drivers in designated safe areas unless authorized to exit.
- Do not allow unfamiliar drivers to proceed without clear direction.
- Coordinate oversized/slow loads and deliveries that affect traffic before arrival.

Closed Roads Are Not Traffic-Free

- Expect local residents, businesses, emergency responders, inspectors, deliveries, construction vehicles, pedestrians, bicyclists and unauthorized motorists.
- Maintain closure devices and access control; use required high-visibility apparel around authorized/construction traffic.
- Do not assume a ROAD CLOSED sign creates a safe employee walking or parking area.

Pedestrians and Bicyclists

- Maintain approved continuous, detectable and accessible routes protected from traffic, equipment, excavations and overhead hazards.
- Provide compliant surfaces, widths, ramps, transitions, channelization and lighting.
- Keep routes free of materials, cords and debris; do not close a sidewalk without the required detour/alternate route.
- Never direct road users into live traffic or an unprotected work area.

PUBLIC ACCESS CHANGES

Driveways, businesses and pedestrian routes can create unexpected entries. Include them in the daily hazard review and control them before work begins.

9. Bridge Work, Night Work and Limited Visibility

Bridge-Specific Exposure

- Plan for narrow work areas, limited escape, barrier openings, bridge edges and simultaneous traffic/fall hazards.
- Control crane/equipment swing radius, concrete trucks/pumps, material deliveries, lane crossings and overhead/falling-object exposure.
- Do not place employees between an open lane and an unprotected bridge edge without effective traffic/fall protection and an escape plan.
- Keep emergency access and crew evacuation routes available.
- Coordinate temporary barrier transitions/openings and never alter them without approval.

Night, Dusk, Dawn and Low Visibility

- Use required Type R, Performance Class 3 apparel and any project-required high-visibility pants/ensemble.
- Illuminate workers, flagger stations, devices, access and escape routes without blinding drivers or concealing signs.
- Verify arrow boards, warning lights, light towers and equipment lighting; conduct additional nighttime inspections.
- Treat fog, heavy rain, smoke, snow and dust as limited-visibility conditions requiring equivalent controls.
- Provide backup lighting/communication where a failure would create immediate exposure.

Fatigue and Attention

- Rotate flaggers and other high-attention assignments as needed; provide required breaks and relief.
- Do not permit distracted, impaired or excessively fatigued employees to perform traffic-control duties.
- Increase supervision during extended shifts, sudden schedule changes or severe weather.

TWO DIRECTIONS OF HAZARD

Bridge crews may have traffic on one side and a fall edge on the other. The escape route must avoid both hazards.

10. Intrusions, Crashes and Emergency Response

Intrusion Warning

- Each active project establishes a clearly understood warning such as air horn, radio alert, verbal warning, equipment horn or alarm.
- Review the signal and escape areas with all affected workers before exposure and after changes.
- Position workers so they can hear/see the warning despite equipment noise, hearing protection and distance.

Vehicle Enters the Work Space

- Give the warning immediately and move to the planned escape area.
- Equipment operators stop when safe; do not chase, confront or physically stop the vehicle.
- Call 911 as appropriate and account for all workers.
- Provide first aid/emergency assistance within training and without entering uncontrolled traffic.
- Inspect barriers, devices, equipment and the work area; document/report the event.
- Resume only after authorized personnel restore and verify protection.

Crash and Emergency Planning

- Address vehicle crashes, worker strikes, disabled vehicles, fire/hazardous release, emergency closure, queue backup, severe weather and medical evacuation.
- Maintain access and clear directions for police, fire and EMS.
- Employees may not enter live traffic to assist a motorist unless traffic is controlled and the response is within their training.
- Preserve evidence and follow company incident/severe-event reporting requirements.

Near Misses

- Report erratic driving, intrusions, hard braking, struck devices and unexpected queues even when no injury occurs.
- Use reports to correct layout, visibility, speed, device or communication problems before recurrence.

ESCAPE - DO NOT CONFRONT

The priority during an intrusion is warning and escape. Workers must not try to stop an errant vehicle with their body, tools or equipment.

11. Training, Documentation and Stop Work

Training

- Train exposed workers on the layout, public/internal traffic, apparel, positioning, escape routes, intrusion warnings, night work and emergencies.
- Flaggers, TTC installers and traffic-control supervisors receive additional documented training appropriate to assigned duties.
- Operators/spotters receive training in routes, blind spots, backing communication and stop signals.
- Retrain when assignments, traffic patterns, plans, equipment or work methods change or performance shows a knowledge gap.
- Toolbox talks supplement but do not replace required flagger, installer, supervisor, operator or regulatory training.

Project Records

- Approved TTC plan and authorized revisions.
- Required daily/periodic TTC inspections and corrective actions.
- Flagger, installer, supervisor, operator and spotter training/qualifications.
- Internal traffic-control plan, pre-task plans and night-lighting evaluations.
- Intrusion, crash, near-miss and incident reports.

Stop-Work Conditions

- Required signs, channelization, barrier, protective vehicle/attenuator or other critical controls are missing, displaced or ineffective.
- The approved plan cannot be implemented or actual traffic/queue/sight-distance conditions materially differ.
- Flagger communication, sight distance, station visibility or escape route is inadequate.
- Lighting/visibility is inadequate or an equipment movement would enter an open lane without control.
- A crash/intrusion damages the setup or workers are outside the protected area.
- Public/internal traffic conflicts cannot be controlled.

CORRECT BEFORE RESTART

Only the traffic-control supervisor or other authorized project representative may approve resumption after controls are restored.

12. Test Your Knowledge

Circle the best answer. Review missed questions with your foreman before working in or near live traffic.

1. May employees park or stage in a traffic buffer? A. No, unless specifically authorized by the approved plan B. Yes, for short-duration work C. Only at night	2. What must an operator do after losing spotter contact? A. Continue slowly B. Sound the horn and continue C. Stop immediately
3. Who may perform flagging? A. Any employee B. A trained and authorized employee C. Only a police officer	4. Does ROAD CLOSED mean the project is traffic-free? A. Yes B. Only on weekends C. No - authorized, local and construction traffic may remain
5. What is the first response to a work-space intrusion? A. Give the warning and move to the planned escape area B. Chase the vehicle C. Block it with equipment	6. Who approves a material TTC plan change? A. Any crew member B. The responsible project authority/authorized representative C. A delivery driver
7. What apparel is the company minimum above 50 mph? A. Type O Class 1 B. Any orange shirt C. Type R Performance Class 3	8. What happens when opposing flaggers lose communication? A. Both directions stop until coordination is restored B. Both release traffic C. The nearest flagger leaves
9. Does high-visibility apparel replace positive protection? A. Yes B. No C. Only in daylight	10. When may work resume after an intrusion damages controls? A. When traffic slows B. After ten minutes C. After authorized personnel restore and verify protection

EMPLOYEE: _____

DATE: _____

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