STATE COMPLIANCE EXHIBIT

ALABAMA

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**Federal OSHA**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in Alabama. The master program applies in full; this exhibit adds the Alabama requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	Federal OSHA (no OSHA-approved State Plan for private employers)
Serious injury and fatality reporting	Federal OSHA (29 CFR 1904.39): report a fatality within 8 hours and an in-patient hospitalization, amputation or eye loss within 24 hours by calling 1-800-321-OSHA, the nearest area office, or online at osha.gov.
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 ALABAMA REQUIREMENTS

Item / Topic	Requirement
2.1 OSHA Jurisdiction	Private-sector work in Alabama is under federal OSHA; follow 29 CFR 1904/1910/1926 with no state-plan overlay. (OSHA State Plans)
2.2 Written Program, Committees and Training	None beyond federal: Alabama has no statewide mandate for a written safety program, safety committee or state construction training card for private employers. (OSHA State Plans)
2.3 Workers' Compensation Injury Reporting	A First Report of Injury (WC Form 2) must reach the Alabama Department of Workforce within 15 days after the employer learns of a death or of an injury causing more than 3 days of lost time (Ala. Code 25-5-4); filings now go through the claim administrator's EDI. (Alabama Dept. of Workforce - WC Claim Handling Manual)
2.4 Asbestos, Lead and Environmental	A 10-day notice to ADEM (or the local program in Jefferson County or Huntsville) is required before any demolition and before renovations disturbing at least 260 LF/160 SF/35 CF of RACM; structures must be surveyed by an Alabama-accredited asbestos inspector and RACM removed by an ADEM-certified abatement contractor. (ADEM Asbestos Certification/Demolition)

2.5 Asbestos, Lead and Environmental	Alabama runs its own lead program: firms doing renovation in pre-1978 housing or child-occupied facilities need Alabama Department of Public Health firm certification and at least one accredited renovator registered with UA SafeState (Ala. Admin. Code ch. 420-3-29). (ADPH - Lead Renovation Certification)
2.6 Asbestos, Lead and Environmental	Report oil and hazardous material spills to the nearest ADEM field office or 24/7 to the Alabama EMA State Warning Point at 1-800-843-0699, in addition to the National Response Center. (ADEM Emergency Response)
2.7 Permits, Licenses and Utility Locates	Notify Alabama 811 at least 2 but not more than 10 working days before excavation, not counting the day of notice (2 working days to 30 calendar days for demolition or blasting) (Ala. Code 37-15-4); a revised law takes effect Jan. 1, 2027. (Alabama 811 - Underground Damage Prevention Law)
2.8 Drug Testing and Cannabis	Employers that adopt a drug-free workplace program certified under Ala. Code 25-5-330 to 25-5-340 receive a 5% workers' compensation premium discount; the program has prescribed testing and policy elements. (Alabama Dept. of Workforce Drug-Free Workplace Program)
2.9 Driving	Yes, secondary-style: since June 2024 drivers can be cited for holding a wireless device only when also observed swerving, crossing lanes without signaling or otherwise driving improperly; texting while driving is separately banned (Ala. Code 32-5A-350.1). (ALEA Driver Manual (Hands-Free Law))

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 OSHA Jurisdiction: Private-sector work in Alabama is under federal OSHA; follow 29 CFR 1904/1910/1926 with no state-plan overlay.	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: None beyond federal: Alabama has no statewide mandate for a written safety program, safety committee or state…	Yes / No / N/A	Action / notes
2.3 Workers' Compensation Injury Reporting: A First Report of Injury (WC Form 2) must reach the Alabama Department of Workforce within 15 days after the…	Yes / No / N/A	Action / notes
2.4 Asbestos, Lead and Environmental: A 10-day notice to ADEM (or the local program in Jefferson County or Huntsville) is required before any…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: Alabama runs its own lead program: firms doing renovation in pre-1978 housing or child-occupied facilities…	Yes / No / N/A	Action / notes
2.6 Asbestos, Lead and Environmental: Report oil and hazardous material spills to the nearest ADEM field office or 24/7 to the Alabama EMA State…	Yes / No / N/A	Action / notes
2.7 Permits, Licenses and Utility Locates: Notify Alabama 811 at least 2 but not more than 10 working days before excavation, not counting the day of…	Yes / No / N/A	Action / notes
2.8 Drug Testing and Cannabis: Employers that adopt a drug-free workplace program certified under Ala. Code 25-5-330 to 25-5-340 receive a…	Yes / No / N/A	Action / notes
2.9 Driving: Yes, secondary-style: since June 2024 drivers can be cited for holding a wireless device only when also…	Yes / No / N/A	Action / notes
Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- OSHA State Plans
- Alabama Dept. of Workforce - WC Claim Handling Manual

- ADEM Asbestos Certification/Demolition
- ADPH - Lead Renovation Certification
- ADEM Emergency Response
- Alabama 811 - Underground Damage Prevention Law
- Alabama Dept. of Workforce Drug-Free Workplace Program
- ALEA Driver Manual (Hands-Free Law)

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date