STATE COMPLIANCE EXHIBIT

MINNESOTA

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**State Plan (private sector)**
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 Minnesota. The master program applies in full; this exhibit adds the Minnesota 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	State Plan - private and public sector (Minnesota OSHA, MNOSHA, Department of Labor and Industry)
Serious injury and fatality reporting	Report to MNOSHA: fatalities within 8 hours; inpatient hospitalization, amputation or eye loss within 24 hours. Call 651-284-5050 or 877-470-6742 during business hours, or federal OSHA at 800-321-6742 after hours. Separately, report deaths and serious injuries to DLI's workers' comp unit within 48 hours.
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 MINNESOTA REQUIREMENTS

Item / Topic	Requirement
2.1 Written Program, Committees and Training	Employers in listed industries, including construction NAICS codes (Minn. R. 5208.1500, last amended 2025), must keep a written AWAIR workplace accident and injury reduction program and review it in writing at least annually (Minn. Stat. 182.653 subd. 8). (Minn. R. 5208.1500 (AWAIR list))
2.2 Written Program, Committees and Training	Employers with more than 25 employees, and smaller employers covered by AWAIR, must run a joint labor-management safety committee that meets regularly, with employee members chosen by employees; failure is cited as a serious violation (Minn. Stat. 182.676). (Minn. Stat. §182.676)
2.3 Heat, Cold and Wildfire Smoke	Minn. R. 5205.0110 sets indoor heat exposure limits (2-hour time-weighted WBGT of 77/80/86 F for heavy, moderate and light work) and requires heat training; the state has no outdoor heat rule. (Minn. R. 5205.0110)

2.4 Permits, Licenses and Utility Locates	Notify Gopher State One Call at least 48 hours (excluding the day of notice, weekends and holidays) and no more than 14 calendar days before excavating (Minn. Stat. 216D.04). (Minn. Stat. 216D.04)
2.5 Asbestos, Lead and Environmental	Only MDH-licensed asbestos contractors may file notices. MDH must receive notice and a 3% permit fee at least 5 calendar days before regulated friable asbestos work (over 260 linear ft, 160 sq ft or 35 cubic ft at commercial sites). (MDH Asbestos Project Notification)
2.6 Asbestos, Lead and Environmental	Report spills of petroleum over 5 gallons or any amount of a substance that could pollute state waters immediately to the Minnesota Duty Officer, 800-422-0798 or 651-649-5451 (24 hours). (MPCA - Incident response)
2.7 Workers' Compensation Injury Reporting	Report a death or serious injury to DLI and the insurer within 48 hours. For other injuries causing more than 3 calendar days of incapacity, send the First Report of Injury to the insurer within 10 days (Minn. Stat. §176.231). (Minn. Stat. §176.231)
2.8 Drug Testing and Cannabis	Testing requires a written policy and qualified labs under DATWA (Minn. Stat. 181.950-.957); random testing is limited to safety-sensitive positions (181.951 subd. 4). Off-duty, off-premises cannabis use is protected (Minn. Stat. 181.938), though on-duty use and impairment can still be disciplined. (Minn. Stat. §181.951)
2.9 Driving	Yes. Minn. Stat. §169.475 bars holding a phone and allows only voice-activated or hands-free use while the vehicle is moving or in traffic. (Minn. Stat. §169.475)
2.10 Other State Requirements	Under the Employee Right-to-Know rules (Minn. R. 5206.0700), employers need a written program and training on hazardous substances, harmful physical agents and infectious agents, with training records kept for 3 years. (Minn. R. 5206.0700)

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 Written Program, Committees and Training: Employers in listed industries, including construction NAICS codes (Minn. R. 5208.1500, last amended 2025)…	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: Employers with more than 25 employees, and smaller employers covered by AWAIR, must run a joint…	Yes / No / N/A	Action / notes
2.3 Heat, Cold and Wildfire Smoke: Minn. R. 5205.0110 sets indoor heat exposure limits (2-hour time-weighted WBGT of 77/80/86 F for heavy…	Yes / No / N/A	Action / notes
2.4 Permits, Licenses and Utility Locates: Notify Gopher State One Call at least 48 hours (excluding the day of notice, weekends and holidays) and no…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: Only MDH-licensed asbestos contractors may file notices. MDH must receive notice and a 3% permit fee at least…	Yes / No / N/A	Action / notes
2.6 Asbestos, Lead and Environmental: Report spills of petroleum over 5 gallons or any amount of a substance that could pollute state waters…	Yes / No / N/A	Action / notes
2.7 Workers' Compensation Injury Reporting: Report a death or serious injury to DLI and the insurer within 48 hours. For other injuries causing more than…	Yes / No / N/A	Action / notes
2.8 Drug Testing and Cannabis: Testing requires a written policy and qualified labs under DATWA (Minn. Stat. 181.950-.957); random testing…	Yes / No / N/A	Action / notes
2.9 Driving: Yes. Minn. Stat. §169.475 bars holding a phone and allows only voice-activated or hands-free use while the…	Yes / No / N/A	Action / notes
2.10 Other State Requirements: Under the Employee Right-to-Know rules (Minn. R. 5206.0700), employers need a written program and training on…	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

- Minn. R. 5208.1500 (AWAIR list)
- Minn. Stat. §182.676
- Minn. R. 5205.0110
- Minn. Stat. 216D.04
- MDH Asbestos Project Notification
- Minn. Stat. §176.231
- Minn. Stat. §181.951
- Minn. Stat. §169.475
- Minn. R. 5206.0700
- MPCA - Incident response

5 REVIEW AND APPROVAL

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