STATE COMPLIANCE EXHIBIT

VERMONT

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 Vermont. The master program applies in full; this exhibit adds the Vermont 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 (Vermont Occupational Safety and Health Administration / VOSHA, Vermont Department of Labor)
Serious injury and fatality reporting	Same as federal: fatalities within 8 hours; in-patient hospitalization, amputation or eye loss within 24 hours. Report to VOSHA by phone (802-828-4391) or the VOSHA online mandatory-reporting form, or to 1-800-321-OSHA.
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 VERMONT REQUIREMENTS

Item / Topic	Requirement
2.1 OSHA Jurisdiction	VOSHA covers private-sector workplaces statewide (except offshore maritime, contractor-run USPS mail operations and aircraft cabin crew) and has adopted OSHA standards by reference, plus unique Vermont standards for permissible exposure limits and lineworker safety. (OSHA - Vermont State Plan)
2.2 OSHA Jurisdiction	Report fatalities within 8 hours and hospitalizations, amputations or eye loss within 24 hours via the VOSHA online form or by phone. (VOSHA - Mandatory Reporting Online Form)
2.3 Written Program, Committees and Training	None beyond federal - Vermont has no general written safety program, safety committee or construction training-card mandate for private employers. (OSHA - Vermont State Plan)
2.4 Permits, Licenses and Utility Locates	Premark the dig area and notify the Dig Safe system at least 72 hours (excluding weekends and legal holidays) but not more than 30 days before excavating (30 V.S.A. 7004). (30 V.S.A. 7004)

2.5 Asbestos, Lead and Environmental	Before any renovation or demolition, the owner must confirm an assessment by a Vermont-licensed asbestos inspector; asbestos must be removed by a Vermont-licensed abatement company that files a permit application with the Health Department 10 working days ahead, and demolitions need a 10-working-day notice even if no asbestos is found. (Vermont Dept. of Health - Contractors & Building Professionals (asbestos))
2.6 Asbestos, Lead and Environmental	Vermont's Renovation, Repair, Painting and Maintenance (RRPM) regulations, overseen by the Health Department, require workers disturbing paint in pre-1978 housing and child-occupied facilities above set thresholds (for example, 1 sq ft per interior room) to be trained, licensed and use lead-safe practices. (Vermont Dept. of Health - RRPM Regulations)
2.7 Asbestos, Lead and Environmental	Report hazardous material spills immediately by speaking with a person at the 24-hour HAZMAT hotline, 800-641-5005 (802-828-1138 business hours); voicemail, email or text alone does not count. (Vermont DEC - Spill Management)
2.8 Workers' Compensation Injury Reporting	Employers must file the First Report of Injury (Form 1) with their carrier or claims administrator within 72 hours (excluding Sundays and legal holidays) of notice of an injury causing one or more days of absence or needing medical attention, other than first aid (WC Rule 3.1100, effective July 1, 2026; 21 V.S.A. 701). (Vermont WC & OD Rules (eff. July 1, 2026))
2.9 Drug Testing and Cannabis	Vermont sharply limits employee drug testing: random or company-wide tests are banned unless federally required, and testing an employee requires probable cause plus an available rehabilitation program (21 V.S.A. 513). (21 V.S.A. 513)
2.10 Driving	Yes - handheld use of a portable electronic device while driving is prohibited (23 V.S.A. 1095b). (23 V.S.A. 1095b)

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: VOSHA covers private-sector workplaces statewide (except offshore maritime, contractor-run USPS mail…	Yes / No / N/A	Action / notes
2.2 OSHA Jurisdiction: Report fatalities within 8 hours and hospitalizations, amputations or eye loss within 24 hours via the VOSHA…	Yes / No / N/A	Action / notes
2.3 Written Program, Committees and Training: None beyond federal - Vermont has no general written safety program, safety committee or construction…	Yes / No / N/A	Action / notes
2.4 Permits, Licenses and Utility Locates: Premark the dig area and notify the Dig Safe system at least 72 hours (excluding weekends and legal holidays)…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: Before any renovation or demolition, the owner must confirm an assessment by a Vermont-licensed asbestos…	Yes / No / N/A	Action / notes
2.6 Asbestos, Lead and Environmental: Vermont's Renovation, Repair, Painting and Maintenance (RRPM) regulations, overseen by the Health Department…	Yes / No / N/A	Action / notes
2.7 Asbestos, Lead and Environmental: Report hazardous material spills immediately by speaking with a person at the 24-hour HAZMAT hotline…	Yes / No / N/A	Action / notes
2.8 Workers' Compensation Injury Reporting: Employers must file the First Report of Injury (Form 1) with their carrier or claims administrator within 72…	Yes / No / N/A	Action / notes
2.9 Drug Testing and Cannabis: Vermont sharply limits employee drug testing: random or company-wide tests are banned unless federally…	Yes / No / N/A	Action / notes
2.10 Driving: Yes - handheld use of a portable electronic device while driving is prohibited (23 V.S.A. 1095b).	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 - Vermont State Plan
- VOSHA - Mandatory Reporting Online Form
- 30 V.S.A. 7004
- Vermont Dept. of Health - Contractors & Building Professionals (asbestos)
- Vermont Dept. of Health - RRPM Regulations
- Vermont DEC - Spill Management
- Vermont WC & OD Rules (eff. July 1, 2026)
- 21 V.S.A. 513
- 23 V.S.A. 1095b

5 REVIEW AND APPROVAL

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