

Received September 28 2009
at 8:10 AM
Recorded in Book 321 Page 471
Attn: Menda J. Dorsey Asst. Town Clerk**TOWN OF ROCKINGHAM
VILLAGE OF BELLOWS FALLS****SAFETY & HEALTH POLICY**

The Town of Rockingham Selectboard & Village of Bellows Falls Board of Trustees recognizes its employees as their most important asset. As such, the Town/Village's safety and health mission is to provide a safe and healthy workplace for all employees and dependents as a priority both on and off the job. The Town & Village's safety and health programs recognize that the safe and healthy behavior of each employee is key to meeting this mission.

In providing said services the Town and Village are committed, and it is the declared policy of Town of Rockingham and Bellows Falls Village Corporation, that they provide services in a manner that minimizes workplace hazards and enhances workplace safety to the maximum extent possible consistent with the need to serve the public and provide needed municipal services, and in doing so comply with all applicable laws, Rules and Regulations of the State and Federal government relating to occupational safety and health.

In keeping with this commitment a Safety & Health Committee has been established and is hereby directed to develop for the Town and Village a Safety Manual and to provide training for all the employees within the Town/Village. It is the responsibility of each employee to attend these trainings. This will include full-time, part-time, temporary, probationary, and seasonal employees. A representative from each Department is assigned to the Safety & Health Committee and this information can be obtained from the Municipal Manager's Office. The Safety & Health Committee goals are as follows:

1. That municipal employees be trained and knowledgeable regarding safety rules and procedures involving their jobs; be encouraged to teach what they know about safety to fellow employees and the community; be required to warn or stop others engaged in unsafe activities or creating unsafe conditions; and report hazardous conditions to those in a position to correct them.
2. That municipal equipment and facilities be properly maintained and designed so as to safeguard both municipal employees and that of the general public.
3. To minimize workplace injuries.

It is the responsibility of each and every municipal official and employee of the Town of Rockingham/Village of Bellows Falls to make this goal a reality.

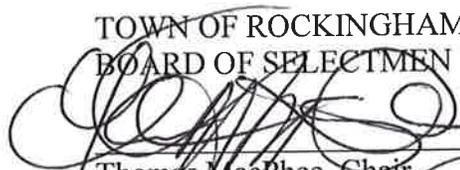
It is the responsibility of each employee to follow the safety regulations and recommendations outlined by the Safety & Health Policy and the training provided through the Vermont League of Cities & Towns and other licensed entities. If an employee does not feel safe or secure in their work environment, this employee is obligated to report any unsafe or unhealthy conditions to either the department head or the municipal manager.

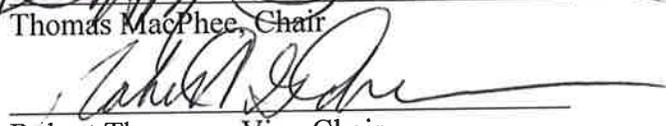
Safety & Health Policy
Page 2

It is also the responsibility of each employee to report any and all work-related injuries or illnesses to the Human Resource Coordinator immediately (in person, by phone, email, or voice mail), and to their immediate supervisor, and to complete the First Report of Injury form and deliver this to the Human Resource Coordinator. A copy of contact information for the Human Resource Coordinator will be available in each department.

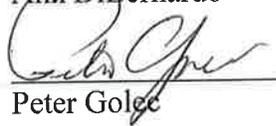
Recognizing that there are inherent risks and hazards within almost all work places, it will be the Municipal goal to provide training that maximizes safety and minimizes risks to the greatest extent possible for all of our employees.

TOWN OF ROCKINGHAM
BOARD OF SELECTMEN


Thomas MacPhee, Chair


Robert Thomson, Vice-Chair


Ann DiBernardo


Peter Golec


Susan Spaulding

VILLAGE OF BELLOWS FALLS
BOARD OF TRUSTEES


Roger Riccio, Village President


Lance Allen


Scott Falzo


Stefan Golec


Leslie White

Dated: September 15, 2009

Dated: September 22, 2009