SUMMARY of CHANGE

EM 385-1-1
Safety and Occupational Health Requirements

This major revision, dated 15 March 2024 —

- Changes the title from “Safety and Health Requirements Manual” to “Safety and Occupational Health Requirements”.
- Incorporates a new U.S. Corps of Engineers Safety and Occupational Health Management System (CE-SOHMS).
- Eliminates the term Government Designated Authority (GDA) within this manual.
- Streamlines document to reduce redundancies and eliminate unsubstantiated requirements.
- Adds new requirements for Site Safety and Health Officers.
- Adds requirements for fire prevention and protection associated with fire watches.
- Adds requirements for vehicles, machinery, and mechanized equipment associated with defensive driving.
- Adds requirements for loading handling equipment medical evaluation.
- Adds requirements for blasting associated with the Blaster-in-Charge and explosive site safety plan.
- Adds requirements for sanitation associated with food service training and extermination plan.
- Adds new requirements for uncrewed aircraft.
- Incorporates requirements for the Army Electrical and Hazardous Energy Control (HEC) Safety Program.

DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
Washington, D.C. 20314-1000

CESO

Manual
No. 385-1-1

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Safety
SAFETY AND OCCUPATIONAL HEALTH (SOH) REQUIREMENTS

1. Purpose. This Engineering Manual establishes workplace standards to ensure that employees are protected from hazards that compromise their occupational safety and occupational health.

2. Applicability. This manual applies to Headquarters, US Army Corps of Engineers (HQUSACE) elements, major subordinate commands, districts, centers, laboratories, and field operating activities (FOA), as well as USACE contracts and those administered on behalf of USACE. Applicability extends to occupational exposure for missions under the command of the Chief of Engineers, whether accomplished by military, civilian, direct contractors, or contractor personnel performing activities at a USACE site of work.

3. Distribution Statement. Approved for public release; distribution is unlimited.

4. References.

Note. In addition to paragraphs a-h below, each chapter will feature its own dedicated reference list.

a. AR 40-5, Army Public Health Program (https://armypubs.army.mil/ProductMaps/PubForm/AR.aspx)

b. AR 385-10, Army Safety Program (https://armypubs.army.mil/ProductMaps/PubForm/AR.aspx)

c. DoDI 6055.1, DOD Safety and Occupational Health Program (https://www.esd.whs.mil/Directives/issuances/dodi/)

d. ES 16009, Corps of Engineers Safety and Occupational Health Management System (https://team.usace.army.mil/sites/HQ/SO/Pages/CESOHMS.aspx)

e. Executive Order 12196, Occupational Safety and Health Programs for Federal Employees, 26 Feb 1980 (https://www.archives.gov/federal-register/codification/executive-order/12196.html)

*This manual supersedes EM 385-1-1, dated 30 November 2014.

UNCLASSIFIED

f. Federal Acquisition Regulation (FAR) Clause 52.236-13, Accident Prevention (https://www.govinfo.gov/content/pkg/CFR-2020-title48-vol2/pdf/CFR-2020-title48-vol2-chap1-subchapH.pdf)

g. 29 CFR 1910, Occupational Safety and Health Standards for General Industry (https://www.govinfo.gov/app/collection/cfr)

h. 29 CFR 1926, Occupational Safety and Health Standards for Construction (https://www.govinfo.gov/app/collection/cfr)

i. 29 CFR 1960, Basic Program Elements for Federal Employees, OSHA (https://www.govinfo.gov/content/pkg/CFR-2020-title29-vol9/pdf/CFR-2020-title29-vol9-part1960.pdf)

5. General.

a. The implementation of this manual is designed to supplement the Safety and Occupational Health requirements as prescribed in paragraph 4 of this preamble. In addition to complying with the requirements included in this manual, follow all applicable federal, host nation, state, and local laws, ordinances, criteria, rules, and regulations. Where the requirements of this manual, applicable laws, criteria, ordinances, regulations vary, the most stringent requirements govern. Deviations from USACE publications require waiver approval from the applicable HQUSACE proponent (see chapters 1 and 2).

b. Mission applicability introduced in paragraph 2 above must include the following:

(1) Construction contract work under the provisions of FAR Clause 52.236-13. Contractors must comply with the latest version of this manual (including interim changes) that is in effect on the date of solicitation. Prior to making an offer, bidders should check the HQUSACE Safety and Occupational Health website (see paragraph c) for the latest changes. No separate payment will be made for compliance with this paragraph or for compliance with other safety and health requirements of this contract.

Note. Existing contracts will continue to apply the provisions of the previous edition of this manual until contract completion.

(2) Maintenance, service, research/development, and supply must comply with this manual. Compliance with this manual will be a contract requirement for all activities unless technical representatives (in coordination with local Safety and Occupational Health Office) advise that special precautions are not appropriate due to extremely limited scope of services or similar.

(3) Contracting actions for hazardous, toxic, and radioactive waste site investigation, design, or remediation activities. Compliance with this manual will be a contract requirement.

c. Changes.

(1) All interim and permanent changes made to this manual after its publication date will be posted on the official publications HQ USACE website: https://www.publications.usace.army.mil/.

(2) The use of underlining in this manual indicates new or changed text from the EM 385-1-1 2014 edition.

d. Citation Instructions. This manual uses citations to allow the user to quickly navigate each chapter and paragraphs. The citations start with the chapter number, then paragraph number, followed by a letter corresponding to the sub-paragraph. For example, 10-3.b means chapter 10, paragraph 3, first subparagraph b.

e. Activities performed outside the continental United States (OCONUS). Some of the technical requirements of this manual may not be applicable to overseas activities due to conflicting circumstances, practices, and laws or regulations of the locality or the unavailability of equipment. In such instances, means other than the ones specified in this manual may be used to achieve the required protection. In such instances, a hazard analysis must be developed to document that the required protection will be achieved by the alternate means.

f. Unless otherwise indicated, when publications are referenced in this manual, the most recent edition is to be used.

g. Interpretations, Variance, and Waivers can only be authorized by the Chief of Safety and Occupational Health, HQUSACE. Refer to chapters 1 and 2 for applicable processes.

h. Supplementations can only be authorized by the Chief of Safety and Occupational Health, HQUSACE.

(1) Local USACE organizations may develop Standard Operating Procedures (SOPs) to implement the provisions contained within this manual, but may not implement new requirements (for example, more stringent, differing intent, etc.) without the specific approval of HQUSACE.

(2) Locally developed Safety and Health Requirements will not be included in contract requirements without the approval of HQUSACE.

i. USACE has transitioned to a performance-based safety management system known as CE-SOHMS (Corps of Engineers Safety and Occupational Health

Management System). CE-SOHMS enhances the agency's safety culture based on employee involvement at every level of the organization, while also providing for continued process improvement. USACE contractors are highly encouraged to implement a safety management system of their own but is not mandatory. Refer to ES 16009 for current USACE guidance.

6. Records Management (recordkeeping) requirements. The records management requirement for all record numbers, associated forms, and reports required by this regulation are addressed in the Army Records Retention Schedule – Army (RRS-A). Detailed information for all related record numbers is located in the Army Records Information Management System (ARIMS)/RRS-A at https://www.arims.army.mil. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS-A, see Department of the Army (DA) Pamphlet 25-403, Guide to Recordkeeping in the Army, for guidance.

FOR THE COMMANDER:



JAMES J. HANDURA
COL, EN
Chief of Staff

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