JOB HAZARD ANALYSIS (JHA)

Business name

Document: JHA-001 Rev 1
Prepared: Nov 9, 2026
Review by: Dec 9, 2026
Highest risk after controls: Medium

1. BUSINESS AND JOB DETAILS

Job	Bonded (non-friable) asbestos removal	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Demolition

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Confirm the licence needed, notify the regulator if required, and tell neighbours	Disturbing asbestos Public entering the work area Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	1.1 Treat insulation, surfacing and resilient flooring in buildings built before 1981 as asbestos unless testing shows otherwise, and get the owner's asbestos survey before you start. [Elimination] 1.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 1.3 Disturbing asbestos: see step 6 for the full controls [Administrative] 1.4 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)] 1.5 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)] 1.6 Public entering the work area: see step 2 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor
2	Set up the work area with barriers, signs and plastic sheeting, and close nearby windows	Disturbing asbestos Public entering the work area Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	2.1 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 2.2 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 2.3 Disturbing asbestos: see step 6 for the full controls [Administrative] 2.4 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)] 2.5 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)] 2.6 Use hoarding, covered walkways or catch fans where work is above public areas. [Engineering] 2.7 Put signs at each entry: site name, contact number and "No unauthorized entry". [Administrative] 2.8 Make the site safe at the end of each day: cover holes, lower plant, remove ladders and lock tools away.	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				[Administrative] 2.9 Use a spotter when moving plant or materials across public paths. [Administrative]		
3	Set up a decontamination point and put on disposable coveralls and a fitted respirator	Disturbing asbestos Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	3.1 Commercial renovation and any demolition need a NESHAP asbestos inspection first, and demolition needs written notice to the state or EPA 10 working days before work starts (40 CFR 61 Subpart M). [Administrative] 3.2 Roofing felts, cement shingles and siding, roof coatings and old panel backboards can also contain asbestos. Test them or treat them as asbestos; asbestos roofing is removed intact with hand tools by trained workers (29 CFR 1926.1101(g)(8)). [Administrative] 3.3 Disturbing asbestos: see step 6 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor
4	Have a licensed electrician isolate and disconnect power to anything fixed to the sheets, and check where the service line is attached	Electric shock from live wiring Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	4.1 Isolate the power before any work. Do not work live. [Elimination] 4.2 Lock out and tag the disconnecting means with your own personal lock and tag so the circuit cannot be energized (29 CFR 1926.417). [Engineering (guarding)] 4.3 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 4.4 Only qualified persons work on or near exposed energized parts. [Administrative] 4.5 Check for back feeds from solar, batteries and generators that can keep a circuit live after the main switch is off. [Administrative] 4.6 If energized work cannot be avoided, use an energized work permit, a safety observer and insulated tools, following NFPA 70E. [Administrative] 4.7 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE]	**Medium Rare / Fatality**	Site supervisor
5	Use fall protection when removing from roofs, as sheets are fragile	Falling through a fragile roof or skylight Falling from a roof edge Rules: 29 CFR 1926 Subpart M	**Critical Likely / Fatality**	5.1 Work from underneath or from an aerial lift so nobody stands on the fragile roof. [Elimination] 5.2 Cover every skylight with a fixed, marked cover that can hold at least twice the weight it may carry, or guard it with a guardrail. [Engineering (guarding)] 5.3 Use crawl boards or staging to spread the load on fragile or rotten decking, and cover or guard any hole left where decking is removed (29 CFR 1926.501(b)(4)). [Engineering] 5.4 Use fall arrest on rated anchors when working near fragile areas. [Engineering] 5.5 Treat all roof sheets as fragile until a competent person confirms they are not. Old fiber cement and plastic sheets are fragile. [Administrative] 5.6 Put "Fragile roof" signs at every roof access point. [Administrative] 5.7 Never walk on sheets between purlins or along skylights.	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				Stay on boards or staging. [Administrative] 5.8 Wear a full body harness clipped to a rated anchor. [PPE] 5.9 Do what you can from the ground or from a scaffold at the gutter line, for example pre-assemble parts on the ground. [Elimination] 5.10 Install edge protection or guardrails on all open roof edges before work starts. [Engineering (guarding)] 5.11 Use a perimeter scaffold with handrails and toe boards along the eaves where practical. [Engineering] 5.12 Where guardrails cannot be fitted, use fall restraint on certified roof anchors so workers cannot reach the edge. [Engineering] 5.13 Low-slope roofs: guardrails, safety nets, personal fall arrest, or a warning line combined with one of these or with a safety monitor (a safety monitor alone only on roofs 50 feet wide or less). Steep roofs: guardrails with toe boards, safety nets or personal fall arrest (29 CFR 1926.501(b)(10), (11)). [Administrative] 5.14 Use one safe, controlled access point and keep others off the roof. [Administrative] 5.15 Stop roof work in strong wind or rain, and when the roof is wet, icy or covered in dust or frost. [Administrative] 5.16 Wear a harness clipped to a rated anchor when using restraint or fall arrest, and soft-soled non-slip boots. [PPE]		
6	Wet the sheets and undo fixings by hand, removing sheets whole with no power tools or breaking	Disturbing asbestos Lifting and carrying heavy loads Heat stress Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); OSH Act Section 5(a)(1) General Duty Clause; state heat rules where they apply (Cal/OSHA T8 3395, WA WAC 296-62-095, OR OAR 437-002-0156, MD COMAR 09.12.32)	**Critical Possible / Fatality**	6.1 Treat insulation, surfacing and resilient flooring in buildings built before 1981 as asbestos unless testing shows otherwise, and get the owner's asbestos survey before you start. [Elimination] 6.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 6.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 6.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 6.5 Commercial renovation and any demolition need a NESHAP asbestos inspection first, and demolition needs written notice to the state or EPA 10 working days before work starts (40 CFR 61 Subpart M). [Administrative] 6.6 Roofing felts, cement shingles and siding, roof coatings and old panel backboards can also contain asbestos. Test them or treat them as asbestos; asbestos roofing is removed intact with hand tools by trained workers (29 CFR 1926.1101(g)(8)). [Administrative] 6.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative] 6.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				6.9 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 6.10 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 6.11 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 6.12 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 6.13 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 6.14 Schedule heavy work for the cooler part of the day. [Elimination] 6.15 Provide shade over work and rest areas, and fans or cooling in attics. [Engineering] 6.16 Supply cool drinking water close by and drink a cup every 15 to 20 minutes. [Administrative] 6.17 Take regular rest breaks in the shade, more often as it gets hotter. [Administrative] 6.18 Let new and returning workers build up to full work in the heat over about a week. [Administrative] 6.19 In California, Washington, Oregon and Maryland, follow the state heat illness rule: written plan, shade, water, rest and high-heat procedures. [Administrative]		
7	Lower sheets carefully; never drop or slide them	Disturbing asbestos Falling tools and materials Lifting and carrying heavy loads Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); 29 CFR 1926.501(c)	**Critical Possible / Fatality**	7.1 Disturbing asbestos: see step 6 for the full controls [Administrative] 7.2 Barricade and sign the drop zone under overhead work so nobody walks beneath. [Engineering (guarding)] 7.3 Fit toe boards, kick plates and mesh screens on scaffolds and edges. [Engineering] 7.4 Use catch fans, debris netting or covered walkways where people pass below. [Engineering] 7.5 Tether hand tools when working at height. [Engineering] 7.6 Keep platforms tidy. Do not stack materials near edges or above toe board height. [Administrative] 7.7 Rotate tasks and take breaks on long lifting jobs. [Administrative] 7.8 Wear gloves for grip and safety boots to protect your feet. [PPE] 7.9 Lifting and carrying heavy loads: see step 6 for the full controls [Administrative]	**Medium Unlikely / Serious injury**	Site supervisor
8	Wrap sheets in heavy plastic, label as asbestos waste and take to an approved disposal site	Disturbing asbestos Poor housekeeping and waste Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	8.1 Disturbing asbestos: see step 6 for the full controls [Administrative] 8.2 Order materials to size and send packaging back where you can. [Elimination] 8.3 Put dumpsters and waste chutes close to the work. [Engineering]	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				8.4 Clean as you go, and do a full clean up at the end of each day. [Administrative] 8.5 Keep exits, stairs and walkways clear at all times. [Administrative] 8.6 Stack materials neatly on level ground, away from edges. [Administrative] 8.7 Wear gloves when handling waste. [PPE]		
9	Clean up with an H-class vacuum and wet wipes, then decontaminate	Disturbing asbestos Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	9.1 Disturbing asbestos: see step 6 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor
10	Get a clearance inspection before others enter	Disturbing asbestos Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	10.1 Disturbing asbestos: see step 6 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor

Risk key: risk = likelihood x consequence on a 5 x 5 matrix. Low, Medium, High, Critical. Work must not start while the risk after controls is high or above. Controls are listed in order of the hierarchy of controls: Elimination, Substitution, Engineering (guarding), Engineering, Administrative, PPE.

3. PPE AND PERMITS

Required PPE	Permits and plans
Half-face respirator (P100 cartridges) Coveralls Chemical-resistant gloves Safety-toe boots (ASTM F2413) Safety glasses (ANSI Z87.1) Work gloves High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways) Personal fall arrest system (harness) Hard hat (ANSI Z89.1) Sun protection (sunscreen, hat, long sleeves)	Asbestos abatement permit / NESHAP notice (10 working days before demolition) Written fall protection plan (only where guardrails, nets or personal fall arrest are not feasible, 1926.502(k))

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Hand tools					
HEPA vacuum		Visual check of cord, plug and guards before each day's use; if you run an assured equipment grounding program instead of GFCIs, test every 3 months (29 CFR 1926.404(b)(1))			

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Extension ladder		Inspected by a competent person for visible defects periodically and after any event that could affect safe use (29 CFR 1926.1053(b)(15))			
Trailer					

5. TRAINING REQUIRED FOR THIS WORK

- Asbestos awareness training, plus class-specific training for Class I to III work (29 CFR 1926.1101(k)(9)); respirator fit test and medical evaluation (29 CFR 1910.134)
- Qualified person training for work on or near exposed energized parts (29 CFR 1926.416, NFPA 70E)
- Fall protection training by a competent person, with a written certification record (29 CFR 1926.503)

6. CREW TRAINING AND CERTIFICATIONS

Crew listed at sign-on below, with ticket and licence numbers.

7. EMERGENCY ARRANGEMENTS

Emergency number	911	**First aid kit**	In the work vehicle
Fire extinguisher	In the work vehicle	**Alarm and evacuation**	Shout for help and stop work. Make the area safe and go to the assembly point. Call the emergency number and send someone to meet the ambulance.
Reporting incidents	Report a fatality to OSHA within 8 hours, and an in-patient hospitalization, amputation or eye loss within 24 hours.		

8. MONITORING, REVIEW AND LEGAL BASIS

A competent person inspects the job site, materials and equipment before work each day and as conditions change (29 CFR 1926.20(b)(2)). Any time this JHA is revised, the affected crew is re-briefed and signs again.

Legal basis: OSH Act Section 5(a)(1) and 29 CFR 1926, Safety and Health Regulations for Construction (incl. 1926.20 and 1926.21). OSHA requires employers to find and fix hazards and to train workers on them. A JHA breaks the job into steps, lists the hazards in each step and the controls that protect the crew. General contractors often require one before you start.

Keep this JHA on site during the job, and keep it with the training and inspection records for at least 1 year after the job (longer if your state plan or general contractor requires it). OSHA does not set a retention period for JHAs themselves.

9. REVISION HISTORY

Rev	Date	By	What changed
1	Nov 9, 2026		First issue

10. SIGN-OFF

	Name	Signature	Date	
Prepared by				
Supervisor				
General contractor review				Accepted for use: Yes / No

By signing below, each crew member confirms they were trained on the hazards and controls in this JHA before work started, and will follow it. Stop work and tell the supervisor if conditions change.

Name	Role / company	Tickets / licences	Signature	Date

Name	Role / company	Tickets / licences	Signature	Date