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	Epoxy floor coating	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Painting

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Close the area and set up fresh air ventilation	Hazardous chemicals Confined space entry Rules: 29 CFR 1926.59 Hazard Communication; 29 CFR 1926 Subpart AA	**High Unlikely / Fatality**	1.1 Choose the least harmful product that does the job, for example water-based instead of solvent-based. [Substitution] 1.2 Use chemicals in well-ventilated areas, or use fans and extraction in closed rooms. [Engineering] 1.3 Hazardous chemicals: see step 3 for the full controls [Administrative] 1.4 Do the work from outside the space where you can, using cameras or long-reach tools. [Elimination] 1.5 Isolate and lock out all pipes, power and moving parts going into the space. [Engineering (guarding)] 1.6 Test the air for oxygen, flammable and toxic gases before entry, and keep testing during the work. [Engineering] 1.7 Use forced ventilation to keep the air clean. [Engineering] 1.8 Use a permit-required confined space program with a written entry permit (29 CFR 1926 Subpart AA). Only trained workers enter. [Administrative] 1.9 Keep a trained standby person outside at all times, in contact with those inside. [Administrative] 1.10 Set up a rescue plan and rescue gear before entry. Never go in to rescue without the right gear. [Administrative] 1.11 Wear a harness for retrieval and the respirator the air test calls for. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
2	Grind the slab with extraction to prepare the surface	Silica dust from concrete, brick, stone and tiles Loud noise Angle grinder injuries Rules: 29 CFR 1926.1153; 29 CFR 1926.52	**Critical Likely / Fatality**	2.1 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 2.2 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 2.3 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 2.4 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 2.5 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative] 2.6 Workers who must wear a respirator 30 or more days a	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				year get a free medical exam every 3 years (29 CFR 1926.1153(h)). [Administrative] 2.7 Wear the respirator Table 1 lists for the task: APF 10 (a fit-tested N95 or half mask) for most tasks, APF 25 (such as a loose-fitting PAPR) for tuckpointing with a handheld grinder for more than 4 hours a shift. [PPE] 2.8 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution] 2.9 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)] 2.10 Keep tools maintained and use mufflers on compressors and generators. [Engineering] 2.11 Limit time on noisy tools and rotate workers. [Administrative] 2.12 If you have to shout to be heard at arm's length, wear hearing protection. [Administrative] 2.13 Use a guarded saw or a different tool where you can. [Substitution] 2.14 Keep the guard on and use the side handle. Never remove the guard. [Engineering] 2.15 Use the right disc for the job, rated for the grinder's speed. Check it for cracks first. [Administrative] 2.16 Only trained people change discs, with the grinder unplugged or the battery out. [Administrative] 2.17 Keep both hands on the grinder and let the disc stop before putting it down. [Administrative]		
3	Mix epoxy with gloves and goggles, and avoid skin contact	Hazardous chemicals Eye injuries Rules: 29 CFR 1926.59 Hazard Communication	**Medium Possible / Recordable / lost time**	3.1 Choose the least harmful product that does the job, for example water-based instead of solvent-based. [Substitution] 3.2 Use chemicals in well-ventilated areas, or use fans and extraction in closed rooms. [Engineering] 3.3 Read the Safety Data Sheet (SDS) and labels before use, following OSHA Hazard Communication. [Administrative] 3.4 Keep chemicals in labeled containers. Never pour them into drink bottles. [Administrative] 3.5 Store chemicals away from heat, food and drink, and keep products that react with each other apart. [Administrative] 3.6 Have eye wash and a spill kit nearby, and wash hands before eating. [Administrative] 3.7 Wear chemical-resistant gloves and safety glasses or goggles as listed on the SDS. [PPE] 3.8 Use a respirator with the right cartridge if the SDS calls for one. [PPE] 3.9 Use tool guards and screens to stop flying particles. [Engineering] 3.10 Use dust extraction and water to keep dust out of the air. [Engineering]	**Medium Unlikely / Recordable / lost time**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				3.11 Keep others out of the area when cutting, grinding or chipping. [Administrative] 3.12 Keep an eye wash station or eye wash bottles on site. [Administrative] 3.13 Wear safety glasses at all times, goggles for dust and chemicals, and a face shield for grinding. [PPE]		
4	Roll coats on, working towards the exit	Repetitive work and awkward postures Flammable liquids and gases Rules: 29 CFR 1926.152	**High Unlikely / Fatality**	4.1 Use tools that cut the effort: powered screwdrivers, long-handled tools and extension poles for overhead work. [Substitution] 4.2 Set work up at waist height on benches or trestles where you can. [Engineering] 4.3 Use light tools with good grips, and keep blades and bits sharp. [Engineering] 4.4 Rotate tasks and take short breaks every hour on repetitive work. [Administrative] 4.5 Warm up before heavy physical work and report aches and pains early. [Administrative] 4.6 Wear knee pads for kneeling work and gloves for grip. [PPE] 4.7 Use non-flammable or water-based products where you can. [Substitution] 4.8 Keep ignition sources away: no smoking, no hot work and no running engines near flammables. [Engineering (guarding)] 4.9 Store fuels and solvents in approved, closed containers in a ventilated area away from the work. [Engineering] 4.10 Refuel equipment outdoors with the engine off and cool. [Administrative] 4.11 Keep only what you need for the day on site. [Administrative] 4.12 Store gas cylinders upright, secured and outdoors. [Administrative] 4.13 Keep a suitable fire extinguisher where flammables are used or stored. [Administrative] 4.14 Wear chemical gloves and safety glasses when pouring or mixing. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
5	Keep the floor closed until cured and dispose of empty kits	Slips and trips Poor housekeeping and waste	**Medium Likely / Minor injury**	5.1 Plan walkways and keep them clear of materials, hoses and leads. [Elimination] 5.2 Run cords and hoses overhead on hooks or stands, or along walls, not across walkways. [Engineering] 5.3 Fill or cover holes, and lay boards or mats on muddy access paths. [Engineering] 5.4 Clean up offcuts, packaging and spills as you go, not at the end of the day. [Administrative] 5.5 Keep work areas, stairs and access paths well lit. [Administrative] 5.6 Wear safety boots with good grip, laced up. [PPE] 5.7 Order materials to size and send packaging back where	**Low Unlikely / Minor injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				you can. [Elimination] 5.8 Put dumpsters and waste chutes close to the work. [Engineering] 5.9 Clean as you go, and do a full clean up at the end of each day. [Administrative] 5.10 Keep exits, stairs and walkways clear at all times. [Administrative] 5.11 Stack materials neatly on level ground, away from edges. [Administrative] 5.12 Wear gloves when handling waste. [PPE]		

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) Chemical-resistant gloves Safety goggles (ANSI Z87.1) Knee pads Safety-toe boots (ASTM F2413) Coveralls Safety glasses (ANSI Z87.1) Hearing protection (earmuffs or plugs) Face shield (ANSI Z87.1) Cut-resistant gloves Work gloves	None required

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Angle grinder		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))			
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))			
Hand tools					

5. TRAINING REQUIRED FOR THIS WORK

- Hazard communication training on the written program, labels and SDS (29 CFR 1910.1200(h), via 1926.59); respirator fit test and medical evaluation if a respirator is used (29 CFR 1910.134)
- Confined space training for entrants, attendants and entry supervisors (29 CFR 1926.1207); respirator fit test and medical evaluation (29 CFR 1910.134)

- Silica training on the exposure control plan and Table 1 controls (29 CFR 1926.1153(i)); respirator fit test and medical evaluation (29 CFR 1910.134)

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