*GBI Insulation* **Safety Program**

**Noise Exposure/Hearing Conservation**

**Scope: To provide a hearing protection plan that is designed to conserve the hearing of employees, to comply with Federal Regulations, to reduce the interference that noise has on communication, and to prevent or reduce problems associated with noise.**

**Procedure:**

1. **Audiogram testing-will be performed within one week of new employees hire date to establish a baseline audiogram against which subsequent audiograms can be compared.**
2. **Periodic Audiogram-Performed on a yearly basis for those employees whose job related noise exposure in equal to, or exceeds and 8 hour time weighted average (TWA) of 85 decibels measured on the “A” Scale (dBA).**
3. **GBI employees, whose job related noise exposure is less than an 8 hour TWA of 85 dBA, shall have an audiogram at least every three years.**
4. **Exit Audiogram: Every employee who has worked at least 12 months or longer shall receive a voluntarily audiogram within one month prior to the completion of their employment with GBI.**
5. **Sound Level Survey-Sound level surveys shall be performed on a job wide basis initially, then on an are specific basis due to process changes and on an as needed basis.**
6. **Both area sampling and TWA will be performed by the Industrial Hygienist. Areas in the plant that have a TWA greater than 85 dBA shall be posted with a sign indicating that hearing protection is required.**
7. **Hearing protective devices- will be made available to all employees and shall be replaced as necessary, at no cost to the employees. Employees will be given the opportunity to select from a variety of suitable hearing protectors.**
8. **Engineering/Administrative Controls-Whenever employees are subjected to sound levels equal to or exceeding 85 dBA on an 8 hour TWA, engineering or administrative controls shall be implemented, where practical, to decrease noise exposure. These controls shall be designed and implemented in conjunction with the use of hearing protection devices.**
9. **Record Keeping-Audiometric test results and referral information will be kept in the employees confidential medical record in the Human Resource Department.**
10. **Training will be done on an annual basis along with a pre-employment training.**
11. **Testing will be done to establish a baseline audiogram shall be preceded by at least 14 hours without exposure to workplace noise. Hearing protection may be used to meet the requirements. Employees shall also be notified to avoid high levels of noise.**
12. **If a threshold shift has occurred, use of hearing protection shall be re-evaluated and/or refitted and if necessary a medical evaluation may be required.**
13. **GBI supervisor on the job shall evaluate hearing protection for the specific noise environments in which the protector will be used.**
14. **GBI provides**  **for an annual audiogram and if a standard threshold shift has occurred the employee will be notified in writing within 21 days of determination. At least annually after obtaining the baseline audiogramGBI shall obtain a new audiogram for each employee exposed at or above an 8-hour time-weighted average of 85 decibels. Each employee's annual audiogram shall be compared to that employee's baseline audiogram to determine if the audiogram is valid and if a standard threshold shift has occurred. If a comparison of the annual audiogram to the baseline audiogram indicates a standard threshold shift, the employee shall be informed of this fact in writing, within 21 days of the determination.**