



June 2016

HOME-MADE AND MODIFIED EQUIPMENT¹

The safety of employees working for [*Name of Business*] is of the utmost importance. We strive to provide the safest working environment possible. To achieve this goal, we have enacted this policy banning all home-made and modified equipment that has not been properly inspected and cleared by the appropriate engineer or safety expert. Workplace fatalities due to home-made and modified equipment are the leading causes of death and injury in the agricultural field and [*Name of Business*] will do all that it can to avoid any accidents due to improper equipment. Depending on what piece of equipment is under question, an engineer or safety expert in one of the following fields will be required to inspect and clear any equipment: mechanical, aerospace, biomechanical, civil, structural, architectural, systematic, electrical, mechatronics, chemical, environmental, agricultural, or industrial depending on what equipment is to be put under review.

If it is discovered that an employee is in violation of the guidelines listed above, then [*Name of Business*] reserves the right to impose disciplinary repercussions up to and including termination. Employees that are in accidents that result in injury or death while utilizing a piece of equipment that is unsanctioned will face more severe disciplinary repercussions up to and including termination, and may face a reduction in worker compensation benefits.

¹ This policy must be given to all employees. Supervisors should be informed of the importance of strict compliance with this policy and to monitor the business premises for compliance. If the employer has an Employee Handbook, this policy should be included. Employees should sign and date an acknowledgement that they have received this policy. If a farm labor contractor (FLC) is used to provide workers, a copy of this policy must be given to the FLC and explained. If the business has a written agreement with the FLC, this policy should be included in the agreement. The FLC must be instructed to explain the policy to its employees. The contractor must be informed that strict compliance with this policy is a condition of doing business and the FLC must enforce this policy with its employees, otherwise the business is entitled to terminate its agreement with the FLC.

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