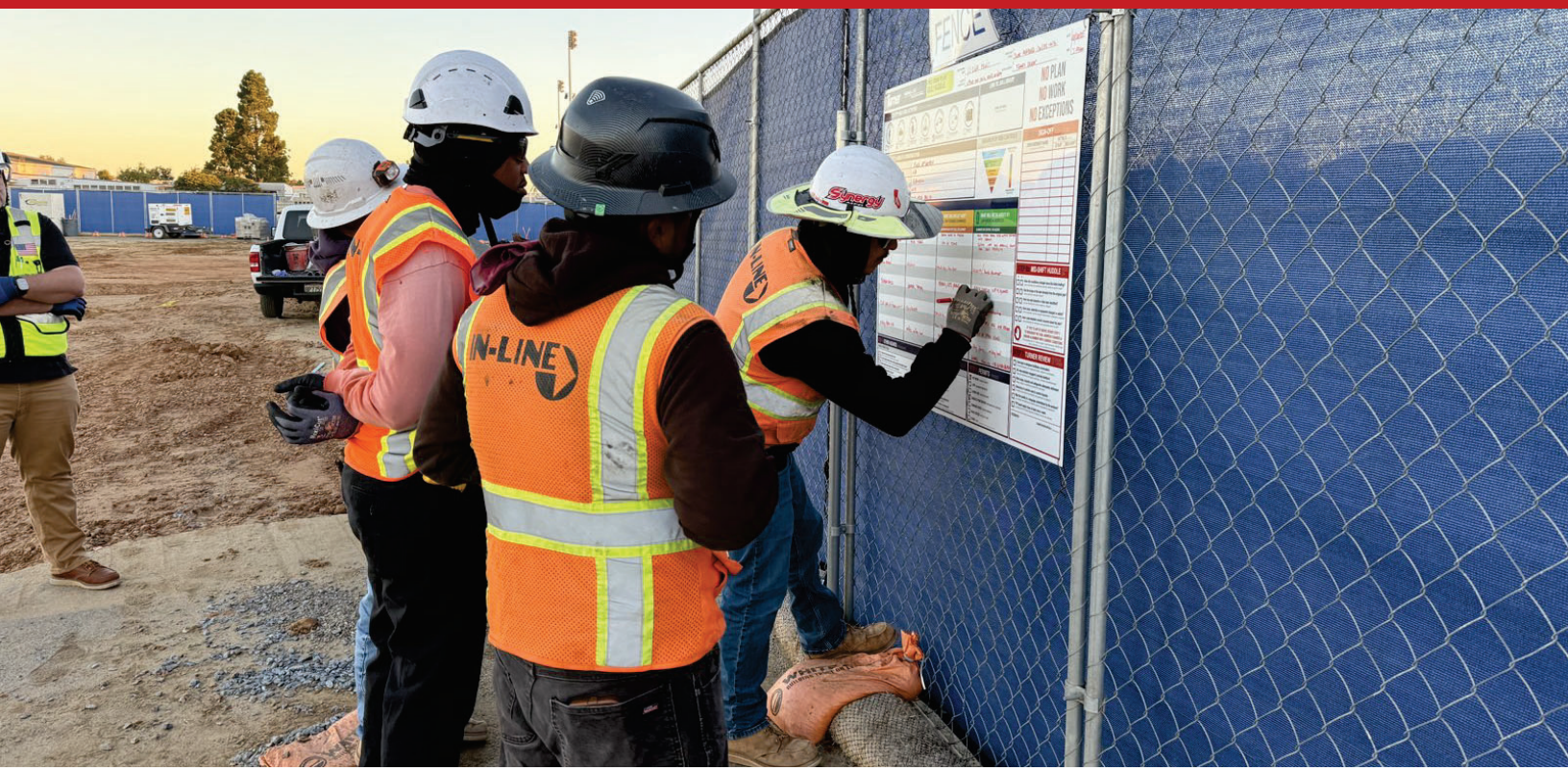
INSIDE IN-LINE / SAFETY · PLANNING · ACCOUNTABILITY

NO PLAN.
NO WORK.
NO EXCEPTIONS.

Every morning. Every site. The federal standard — whether the contract requires it or not.



Sunrise, before a single tool comes out of the truck. The crew reviews yesterday, writes today's Activity Hazard Analysis, and signs it. The board reads **NO PLAN — NO WORK — NO EXCEPTIONS.**

STANDARD

USACE EM 385-1-1 discipline

EVERY MORNING

Activity Hazard Analysis, briefed & signed

EVERY SITE

Documented sign-in, every day

EVERY CHANGE

New task, new crew, new AHA

AUTHORITY

Anyone can stop the work

RECORD

EMR 0.68

WHAT IS HAPPENING IN THAT PHOTOGRAPH

It is first light. Nobody has picked up a tool. Four people are standing at a board writing in red marker, and until that board is finished and signed, this crew does not work.

They are doing two things.

First, they are **reviewing yesterday** — what happened, what nearly happened, what changed on the site overnight, what the other trades left behind.

Second, they are writing today's **Activity Hazard Analysis**: the specific work about to be performed, broken into steps, with the hazard of each step named out loud and the control for it written down — by the people who are about to do it, not by an office three counties away.

Then everyone signs. Then the trucks open.

Twenty minutes at sunrise is the cheapest insurance in construction. We have never once regretted spending it.

WHERE THIS STANDARD COMES FROM

In-Line did not invent this. We learned it on military installations, where the standard is not a suggestion and the consequence of ignoring it is being removed from the base.

Federal construction runs under the **U.S. Army Corps of Engineers Safety and Health Requirements Manual, EM 385-1-1** — the same manual that governs NAVFAC work. It requires a written **Accident Prevention Plan** for the project and a written **Activity Hazard Analysis** for each definable feature of work: the sequence of steps, the hazards in each step, the controls, the equipment and training required, and the competent person responsible.

It requires that the AHA be reviewed with *every worker performing that task* before the task begins — and reviewed again when the work changes, when conditions change, or when new people join the crew.

In-Line has worked to that manual at **Marine Corps Air Ground Combat Center Twentynine Palms**, **Naval Amphibious Base Coronado**, **Air Force Plant 42** and **Coast Guard Base San Diego** — three of those as prime contractor, holding the contract and the safety obligation directly.

The Marine Corps taught us to plan the work before we touch it. Your school district gets exactly the same thing.

WE RUN IT EVERYWHERE. THAT IS THE WHOLE POINT.

A school district does not require an Activity Hazard Analysis. Neither does a city, a developer, or most general contractors.

We write one anyway.

Not because it is required. Because a crew that plans the work on a federal base and improvises it on an elementary school is not a safe crew — it is a crew that got lucky on the base. **Habits do not switch on and off with the contract.**

- **Same morning brief.** Federal, Caltrans, transit, utility, school district, city, private. The crew does not learn a different routine for a different client.
- **Same sign-in.** Every person, every site, every day — so we know exactly who is on that job and so does the prime.
- **Same AHA when the work changes.** Move from drilling to welding, from grade to a lift, from a closed site to a live one, and the analysis is rewritten before the change happens, not after.
- **Same stop-work authority.** Any In-Line employee, at any level, can stop the work. No permission required, no consequence for using it, and no argument about it in the moment.

That last one is the hardest to mean and the easiest to claim. It only works if the culture behind it is real — which is why it is trained, out loud, four times a year, on The In-Line Standard.

WHAT AN AHA ACTUALLY FORCES YOU TO DO

The value is not the paperwork. It is that you cannot write one honestly without admitting what is about to be dangerous.

For every definable feature of work — setting posts, drilling, hoisting a gate leaf, welding, working from a lift over a live road — the analysis has to answer:

- **What are the steps, in order?** Not "install fence." The actual sequence.
- **What can hurt somebody at each step?** Named specifically — struck-by, caught-between, overhead, underground, traffic, heat, silica, arc flash.

- **What controls that hazard?** Physical first, procedural second, protective equipment last.
- **What equipment and training does it require?** Inspections current, operators qualified, rigging rated.
- **Who is the competent person for this task?** A name, present on site.

Every one of those questions is a chance to discover, at sunrise and on paper, something you would otherwise have discovered at ten in the morning with a person underneath it.

THE DAILY DISCIPLINE

Site sign-in | **Yesterday's review** | **Activity Hazard Analysis** | **Crew brief & sign-off**
Mid-shift huddle | **Equipment inspection** | **Competent person named**
Stop-work authority | **Dig Alert & utility verification**

0.68
Experience Modification Rate

4
Armed services worked for

365
Days a year the brief happens

1990
Doing it this way since

An Experience Modification Rate of 1.00 is the industry average for a company of a given size and trade. **0.68 means In-Line's loss history is roughly a third better than average** — which is how insurers, primes and federal contracting officers actually measure a safety programme.

WHAT THIS BUYS THE GENERAL CONTRACTOR

Your safety record is not just yours. It is the sum of everyone you let onto the site.

- **We do not become your incident.** The subcontractor's recordable lands on your project, your OSHA log conversation, and your next prequalification.
- **We pass prequalification.** EMR 0.68 clears the thresholds that keep subs off large federal, transit and institutional work — so you are not explaining your fence sub to the owner.
- **We survive an audit.** AHAs, sign-in sheets, equipment inspections and training records exist, are current, and can be produced the day somebody asks.

- **We arrive base-ready.** Federal installations, secured utility yards, active airfields — our crews are used to badging, escorts, and being removed for a violation. They behave accordingly everywhere else.
- **We do not shut your job down.** The most expensive safety failure is not the injury. It is the stand-down, the investigation, and the two weeks of schedule nobody gets back.

A safety record is not luck. It is the same twenty minutes, every morning, for thirty-five years.

THE PART THAT IS NOT ABOUT INSURANCE

Everything above is the business case. Here is the real one.

Every person in that photograph has somebody expecting them home. That is the entire reason the board exists, and it is the reason the rule on it has no exceptions in it — because the first exception is the one that teaches the crew the rule was never real.

In-Line's core values say we own our actions, our words, our deadlines and our results. Nothing tests that like a jobsite at six in the morning when the schedule is tight and the plan is not written yet.

The trucks stay closed. Every time.

Same decision as galvanizing the inside of a tube nobody will ever see and owning the rig instead of renting it: spend it up front, do it right when nobody is checking, and let the record make the argument.

PUT A CREW ON YOUR SITE THAT WILL NOT BECOME YOUR INCIDENT

In-Line Fence & Railing runs an Activity Hazard Analysis and a documented daily safety brief on every project — federal, state, municipal, school district and private. California public works since 1990.

Call (760) 789-0282 | **Request an Estimate**

In-Line Fence & Railing Co., Inc. · Ramona, California

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