

SECTION 12.0

PERSONNEL TRAINING

12.1 INTRODUCTION

GLOBALFOUNDRIES has an established training program so that personnel can perform their duties in compliance with RCRA requirements at GLOBALFOUNDRIES' facility. This section describes that program.

12.2 TRAINING

The regulations require that employees working in the hazardous waste area complete a training program designed to teach them to respond effectively to emergencies and to comply with the requirements of the federal RCRA regulations and Vermont Hazardous Waste Regulations. Within 6 months and annually thereafter, each employee working in this area is given training that complies with 40 CFR 264.16. Records of the training in hazardous waste management are kept in the environmental central files or the responsible manager's files.

GLOBALFOUNDRIES provides training either using internal personnel or contractors specialized in the hazardous waste field. Internal training is provided by the GLOBALFOUNDRIES Environmental Programs Department and/or the Chemical Distribution Center (CDC) Department personnel. The individuals who provide the training have backgrounds suited for the specific topic that is being presented. Job experience and/or formal education provide the basis for the decisions on suitable background for a specific training requirement. GLOBALFOUNDRIES selects those individuals or companies who best meet the needs of the training requirement at that particular time.

12.3 TRAINING PROGRAM, CONTENT, FREQUENCY, AND TECHNIQUE

Personnel training at GLOBALFOUNDRIES is divided into two major categories: on-the-job training and classroom training.

On-the-job training is used for new or newly assigned personnel. This training includes instructions, descriptions, and demonstrations of daily operations, emergency systems and alarms, and emergency response procedures by managers, engineers, or senior operators. As part of on-the-job-training, new or newly assigned employees are instructed to review department procedures and processes relevant to the subject matter.

Formal personnel training is conducted onsite, offsite, or online. This training concentrates on chemical safety and handling, protective breathing equipment, and hazardous waste regulations. Additional courses may be offered in a GLOBALFOUNDRIES classroom program. Tables 12-1 and 12-2 list the initial and continuing (refresher) courses required to work in the hazardous waste areas.

Attachment 12-1 includes typical course outlines for the initial and continuing training classes. The continuing training classes contain content similar to the initial training, but in an abbreviated format.

12.3.1 Implementation of Training Program

Courses may be given periodically to each GLOBALFOUNDRIES employee who handles or manages hazardous waste. Employees complete the Introductory Training Program Requirements outlined in Table 12-1 within 6 months of their assignment to a hazardous waste management area. These employees do not work without supervision until such training is received.

The hazardous waste engineer or manager is responsible for reviewing the RCRA training records for all employees in the Hazardous Waste Management Facility (HWMF) and determining which courses are necessary to meet the regulatory requirements or providing training in hazardous waste management. The training director varies based on the course; the person in charge of the course is qualified in that aspect of hazardous waste procedures. The organizations/individuals responsible for the training courses are listed in Tables 12-1 and 12-2. Overall training and competence is the responsibility of the employee's manager.

12.4 JOB TITLES AND DUTIES

Job descriptions for those personnel whose duties are directly involved with the management or handling of hazardous waste are provided in Attachment 12-2. These personnel are associated with the Chemical Distribution Center, Chemical Services, Emergency Services, and Environmental Programs Departments. The descriptions identify general responsibilities assigned to particular individuals who are potentially involved with the handling of wastes at GLOBALFOUNDRIES.

12.4.1 Relevance of Training to Job Positions

The training program described above provides each employee who handles or manages hazardous wastes a comprehensive overview of the regulatory program and its relationship to his or her job. Safety; spill response procedures (including shutdown); the inspection, maintenance, and use of emergency and monitoring equipment; emergency systems; and contingency plan implementation are emphasized.

12.5 RECORDKEEPING

The following information on training is kept as part of the facility operating record:

1. Job titles and the names of employees filling those positions
2. Written job descriptions
3. Descriptions of introductory and continuing training
4. Records that document the training received by personnel, including the number of hours for each course/training event

Training records on current personnel are kept until the closure of the facility. Records for former employees are kept for 3 years from the date they last worked at the facility.

**Table 12-1
Introductory Training Program Requirements**

Introductory Training Program Course	Regulatory Citations	Organization or Individual Responsible for Course	Number of Hours per Course^a	Key Hazardous Waste Positions^b	HazMat Shipping Expert^c	Non-Shipping Hazardous Waste Positions^d
Orientation	29 CFR 1910.1200 29 CFR 1910.120(p)(2)	Department Managers	1-4	X	X	X
On-the-Job Training (OJT)	40 CFR 264.16(a)	Supervisor or Senior Person Assigned to New Employee	8-24 ^e	X	X	X
HAZWOPER Operations	29 CFR 1910.120(p)(7)(i) 29 CFR 1910.1200 VHWMR 7-308(b)(15) 40 CFR 264.16(a)	Safety Department U.S. Health Services	24-40 ^f	X	X	X
Basic Hazardous Materials (DOT)	49 CFR 171-179 VHWMR 7-309(b)	Hazardous Materials Coordinator	2-8 ^g	X		
DOT Surface Transportation	49 CFR 171-179 VHWMR 7-309(b)	Hazardous Materials Coordinator	2-40 ^g		X	

^a Suggested number of hours.

^b Key hazardous waste positions include Hazardous Waste Engineer.

^c HazMat Shipping Expert is Hazardous Materials Coordinator and Technician Specialist (hazardous waste operations).

^d Non-shipping hazardous waste positions include Technician Specialist (materials handling), Technician Specialist (chemical systems maintenance), Site Emergency Coordinator, Emergency Responder, and Spill Control Engineer.

^e Number of OJT hours varies and depends on the type of position.

^f Number of hours depends on which course is taken. Commercially available courses are 24 to 40 hours.

^g Course can be classroom-taught, online, or self-study using a textbook.

General Notes:

1. Courses identified above are provided by GLOBALFOUNDRIES or by a vendor who contracts with GLOBALFOUNDRIES to provide training at the facility. Commercially available equivalent courses may be substituted for any of the above courses.
2. Many other courses (e.g., Forklift Class and Annual Certification, Self Contained Breathing Apparatus (SCBA) and Hoseline (or SCBA and Airline), Respirator, Chemical Safety (or Safety Awareness), Personal Protective Equipment, Accumulation Area Management, Confined Space Entry, Chemical Information System Training, RCRA Seminar) are available and may be taken to supplement the training listed here.

**Table 12-2
Continuing Training Program Requirements**

Continuing Training Program Course	Regulatory Citations	Training Director	Frequency	Number of Hours per Course^{a, b}	Key Hazardous Waste Positions^c	HazMat Shipping Expert^d	Non-Shipping Hazardous Waste Positions^e
OSHA/RCRA Annual Refresher Training	29 CFR 1910.120 and 1910.1200 VHWMR 7-308(b)(15)(E) 40 CFR 264.16(c)	Safety Department U.S. Health Services	Annually	1-8 ^f	X	X	X
Basic Hazardous Materials (DOT)	49 CFR 171-179 VHWMR 7-309(b)	Hazardous Materials Coordinator	Once every 3 years	2-8 ^{f, g}	X		
DOT Surface Transportation Refresher	49 CFR 171-179 VHWMR 7-309(b)	Hazardous Materials Coordinator	Once every 3 years	8 or more ^g		X	

^a Suggested number of hours.

^b Number of hours depends on whether a GLOBALFOUNDRIES-sponsored course or a commercially-available course is taken.

^c Key hazardous waste positions include Hazardous Waste Engineer.

^d HazMat Shipping Expert is Hazardous Materials Coordinator and Technician Specialist (hazardous waste operations).

^e Non-shipping hazardous waste positions include Technician Specialist (materials handling), Technician Specialist (chemical systems maintenance), Site Emergency Coordinator, Emergency Responder, and Spill Control Engineer.

^f May be included in the OSHA/RCRA Annual Refresher Training.

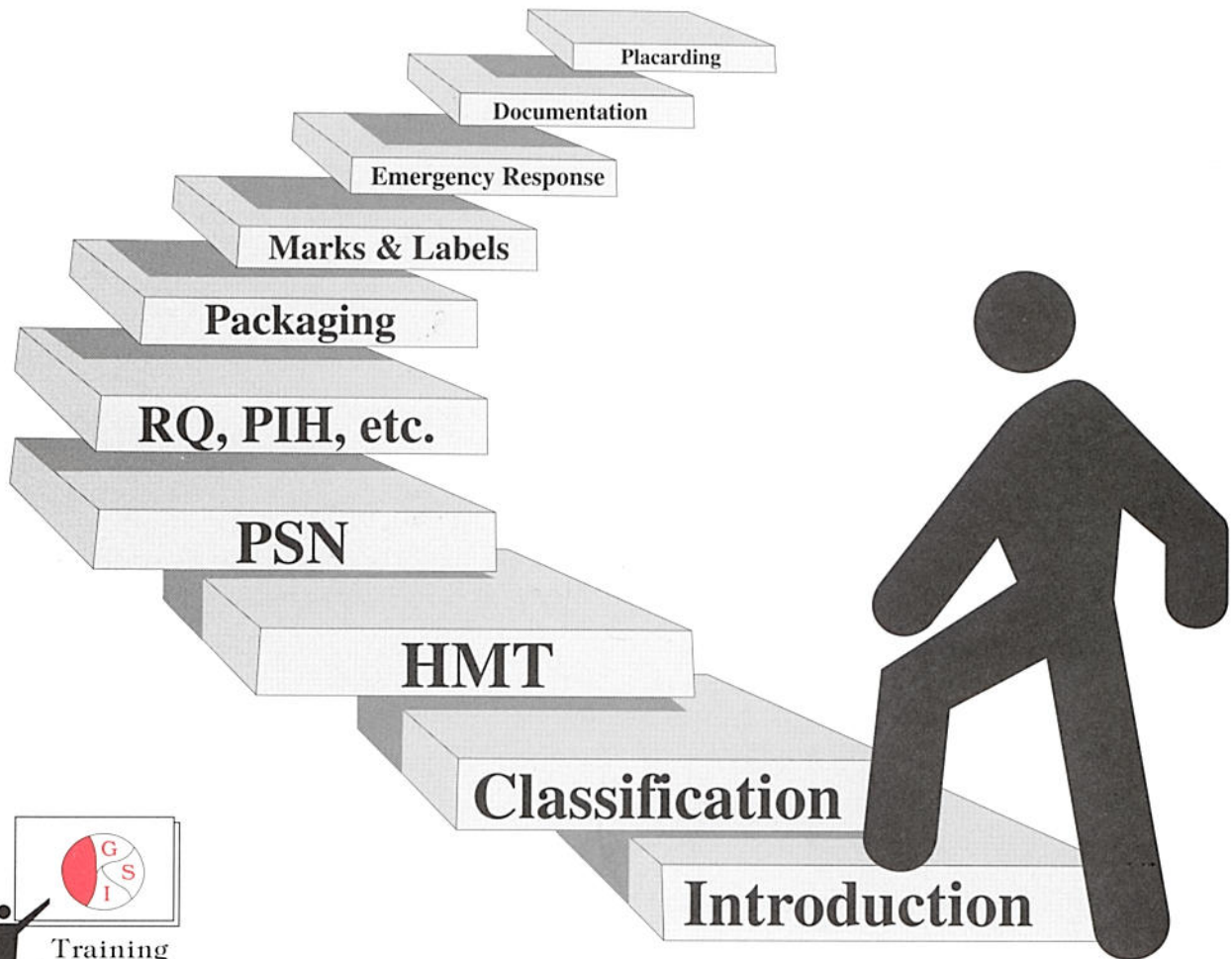
^g Course can be classroom-taught or online.

General Notes:

1. Courses identified above are provided by GLOBALFOUNDRIES or by a vendor who contracts with GLOBALFOUNDRIES to provide training at the facility. Commercially available equivalent courses may be substituted for any of the above courses.
2. Many other courses (e.g., Forklift Class and Annual Certification, Self Contained Breathing Apparatus (SCBA) and Hoseline (or SCBA and Airline), Respirator, Chemical Safety (or Safety Awareness), Personal Protective Equipment, Accumulation Area Management, Confined Space Entry, Chemical Information System Training, RCRA Seminar) are available and may be taken to supplement the training listed here.

ATTACHMENT 12-1
TRAINING OUTLINES

10 Steps to Safety & DOT HazMat Compliance





822 STATE HWY T
Branson, MO 65616
Telephone: (417) 334-7060

Regulatory Compliance Training

Recurrent Training

doesn't have to be a recurrent nightmare.

GSI Training Services will assist your organization with the training requirements found in subpart H of part 172 by providing courses that will meet or exceed the specifications found there. The courses listed below are not an exhaustive list as courses may be customized to the experience level of your employees and your particular needs. For further information on these courses or customized classes for your organization, please call **800-231-7336**.

GSI Training Services' **49 CFR** Highway Transportation of Hazardous Materials Training Certification Course
GSI Training Services' **40/49 CFR** Highway Transportation of Hazardous Wastes Training Certification Course
GSI Training Services' **IATA/ICAO/FAA** Air Transportation of Dangerous Goods Training Certification Course
GSI Training Services' **IMDG** Transportation of Dangerous Goods via Water Training Certification Course

Also available from GSI Training Services

Hazmat and Auditing and Compliance Assessments.

For more information, check our website at www.gsitraining.com



COMPUTER BASED COMPLIANCE TRAINING

GSI Computer Services' Computer Based Training Courses will readily assist your company as you seek to comply with the training and testing requirements in subpart H of part 172. These courses are divided into 12 modules. A 90 MHz Pentium CPU or equivalent compatible computer with a minimum of 32 MB RAM running Windows 95 or Windows NT 4 Service Pack 4 or better is required. A minimum of 40 MB of hard disk space, a mouse and 256 color graphics are also required. The courses and their descriptions listed below give a brief overview of what is available to fulfill your particular needs. For further information on these courses, please call **800-280-7071**.

49 CFR Transportation of Hazardous Materials Highway

Computer Based Training (CBT) Certification dealing with the Transportation of Hazardous Materials on the ground. (49 CFR Regulations, 10 Steps to DOT Safety & Compliance Textbook, ERG, module instructions, exam, and answer sheet)

40/49 CFR Transportation of Hazardous Wastes Highway

Computer Based Training Certification dealing with the Transportation of Hazardous Wastes on the ground. (49 CFR Regulations, 10 Steps to DOT Safety & Compliance Textbook, ERG, module instructions, exam, and answer sheet)

IATA/ICAO Transportation of Dangerous Goods

Computer Based Training Certification dealing with the air Transportation of Dangerous Goods. (IATA Regulations, 10 Steps to IATA/ICAO Safety & Compliance Textbook, ERG, module instructions, exam, and answer sheet)

IMDG Transportation of Dangerous Goods

Computer Based Training Certification dealing with the Transportation of Dangerous Goods via water. (Training Copy of IMDG Regulations, 10 Steps to Safety & IMDG Compliance Textbook, ERG, module instructions, exam, and answer sheet.)

General Awareness and Familiarization Module

CBT module provides General Awareness/Familiarization training outlined in §172.704(a)(1)

DEC Master (Shipper's Declaration Software)

Create and print out shipper's declarations while maintaining a searchable database of shipper's declarations.

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Appendix G - Hazardous Wastes

Appendix H - Bulk

[] - indicates a reference in 49 CFR.

{ } - indicates a reference in this textbook.



Initial 40-hour HAZWOPER “General Site Worker” TRAINING AGENDA

This classroom instruction is designed for all employees engaged in hazardous waste operations, emergency response or other activities in which they may be potentially exposed to on-site hazardous substances, health hazards or safety hazards. This 40 hours of instruction, focusing on hazard recognition, evaluation and control, meets the requirements of 29 CFR 1910.120(e)(1)(i) and includes the following topics:

Day 1

1. Introduction to OSHA and principles of health and safety

- ◆ The Occupational Safety and Health Act and its application

2. Introduction to the HAZWOPER standard

- ◆ HAZWOPER application, definitions and the principles of working safely in the “uncontrolled work environment”
- ◆ Components of the HAZWOPER standard

3. Hazardous Substances and Toxicity Recognition

- ◆ Principles of toxicology, including routes of entry and toxicological terms
- ◆ Health hazards (irritants, sensitizers, toxins, and carcinogens)

4. Personal protective equipment

- ◆ A review of the OSHA standards, including the job hazard analysis and selection process
- ◆ Benefits and limitations of PPE
- ◆ Chemical protective clothing selection and limitations (permeation, degradation, penetration)
- ◆ EPA/HAZWOPER levels of protection for site workers
- ◆ Dress-out exercise

Review of Day 1 topics

Day 2

5. Hazardous Substances and Physical Hazard Recognition

- ◆ Physical hazards (flammable, reactive, and corrosive materials)
- ◆ Compressed gas cylinder safety

6. Sources of information

- ◆ Introduction to the Hazard Communication standard requirements
- ◆ NFPA, HMIS and DOT labeling systems
- ◆ NIOSH Pocket Guide to Chemical Hazards

7. Respiratory Hazards and Respiratory Protection

- ◆ A review of the OSHA standard and the requirements for a respiratory protection program
- ◆ Air purifying respirator basics (types, uses and limitations, inspections and donning and doffing)
- ◆ Self-contained breathing apparatus basics
- ◆ Fit testing
- ◆ Proper care and maintenance
- ◆ Dress-out exercise

8. Temperature, Sun and Lightning Hazard Recognition

- ◆ Temperature Stress and working safely in hot environments
- ◆ Sun safety and UVR protection

Review of Day 2 topics



Day 3

9. Introduction to Physical Hazard Recognition

- ◆ Walking/working surfaces (ladders safety, fall protection, and working around heavy equipment)
- ◆ Electrical hazards
- ◆ Noise hazards
- ◆ Drum handling and sampling safety

10. Permit-required Confined Space Entry

- ◆ A review of the OSHA standard, definitions, confined space entry hazards and general requirements
- ◆ Roles and responsibilities of the entrant, attendant and entry supervisor
- ◆ The elements of a permit-required confined space entry program and permit process

11. Excavation and Trenching Safety

- ◆ A review of the standard, definitions, and hazards associated with excavation and trenching
- ◆ General requirements and preplanning
- ◆ Utility safety

12. Bloodborne Pathogen Hazard Recognition

- ◆ The OSHA Bloodborne Pathogen Standard
- ◆ Bloodborne Pathogen and Exposure Control Planning

13. Environmental and Bio-irritant Hazard Recognition

- ◆ Poisonous plants
- ◆ Ticks, mosquitoes, bees, rabid animals and other bio-irritants

Review of Day 3 topics

Day 4

14. Underground Storage Tank (UST) safety

- ◆ Physical and chemical hazards associated with UST removal/replacement
- ◆ Eliminating flammable environments (inerting and purging)

15. Asbestos Hazard Awareness

- ◆ Asbestos Containing Building Materials
- ◆ Health Effects

16. Medical surveillance programs

- ◆ A review of paragraph (f) of the HAZWOPER standard
- ◆ Frequency and type of medical surveillance required by employees covered under the standard
- ◆ On-site medical surveillance for site workers

17. Decontamination

- ◆ A review of paragraph (k) of the HAZWOPER standard and the principles of decontamination
- ◆ Site control, zoning, and the elements of a decontamination plan relative to levels of protection
- ◆ Dress out exercise

18. Planning

- ◆ Site Health and Safety Plan requirements
- ◆ Emergency Response Plan requirements
- ◆ Priorities and objectives in emergency situations (“Six emergency response objectives”)

Review of Day 4 topics



Day 5

19. Site control and team organization

- ◆ A review of paragraph (d) of the HAZWOPER standard
- ◆ On site communication and control; Team organization for site work and a review of the Incident Command System (ICS) for emergency response management

20. Instrumentation

- ◆ General principles, uses and limitations of Instrumentation
- ◆ Photo Ionization Detectors and Flame Ionization Detectors
- ◆ Explosion (LEL/O₂) meters
- ◆ Colorimetric testing devices

Hazardous waste site simulation

Review/critique of simulation

Final review and exam

GLOBALFOUNDRIES 40-HOUR HAZMAT TECHNICIAN COURSE SCHEDULE

DAY ONE	
08:00 – 09:00	Introductions & Course Objectives
09:00 – 12:00	Hazmat Laws and Regulations
13:00 -17:00	
	Hazard Class Review
Supplies Needed	
External Resources Needed For This Day	

DAY TWO	
08:00 – 10:00	Hazard Class Review
10:00 – 12:00	Toxicology, ERG, NIOSH
13:00 – 15:00	
	2 Minute Drill, WISER, SDS online
15:00 – 17:00	Air Monitoring
Supplies Needed	
External Resources Needed For This Day	

DAY THREE	
08:00 – 10:00	Air Monitoring Continued
10:00 – 12:00	SCBA / Respiratory Protection
13:00 – 17:00	
	Chemical Protective Clothing
Supplies Needed	
External Resources Needed For This Day	

DAY FOUR	
08:00 – 12:00	Hazmat ICS / GLOBALFOUNDRIES ERT Positions Establishing Control Zones – evacuation and shelter in place
13:00 – 17:00	
	Decontamination
Supplies Needed	
External Resources Needed For This Day	

DAY FIVE	
08:00 – 09:00	Written Exam Review
09:00 – 11:00	Final Exam
11:00 – 12:00	Organize equipment and personnel for afternoon drill
Supplies Needed	
13:00 – 17:00	Practical Exercise
Supplies Needed	
External Resources Needed For This Day	



Global Foundries HAZWOPER and RCRA/VTHWMR Annual Training

Day 1 – Hazardous Waste / Hazardous Material Positions and Emergency Response Team

- 7:00 – 8:15 AM Introductions / Review of Past Year Experiences
Laws and Regulations Review – OSHA, EPA, and DOT
OSHA and RCRA Statistics Update
Hazards and Hazard Recognition
- 8:15 – 8:30 AM Break
- 8:30 – 10:00 AM Basic Toxicology
Physical and Chemical Properties
Fire and Flammability
Emergency Response Guidebook (ERG) – Tour / Exercise
- 10:00 – 10:15 AM Break
- 10:15 – 11:00 AM HAZWOPER Review
Site Characterization
Air Monitoring Equipment (overview)
Medical Surveillance
Site Safety and Health Plan
Operations Basics
Hazard Communication Standard / CIS Website
Global Harmonized System of Classifying and Labeling of Chemicals (GHS)
SDS Exercise
- 11:00 – 11:30 AM Lunch
- 11:30 – 1:30 PM RCRA Review (General)
Hazardous Waste Definition / Characterization
Generator Status
Waste Handling / Labeling / Containers
Hazardous Waste Manifests
RCRA Review (Global Foundries Fab 9)
GF Waste Handling Practices
Accumulation Areas / Time and Storage Limitations / CWDA
Leak Detection and Repair (LDAR)
- 1:30 – 1:45 PM Break
- 1:45 – 2:30 PM PPE and Respiratory Protection
- 2:30 – 3:30 PM Jeopardy Game / Test



Global Foundries HAZWOPER and RCRA/VTHWMR Annual Training

Day 2 – Emergency Response Team

- | | |
|------------------|---|
| 7:00 – 8:30 AM | Introduction
Hazmat Response Cycle |
| 8:30 – 8:45 AM | Break |
| 8:45 – 10:00 AM | Air Monitoring Equipment – Operation and Procedures
Instrumentation Exercise
Indicator Papers |
| 10:00 – 10:15 AM | Break |
| 10:15 – 11:00 AM | PPE – the Levels of Protection utilized at GF |
| 11:00 – 11:30 AM | Lunch |
| 11:30 – 1:30 PM | Review of the SCBA – Scott 4.5 Presentation |
| 1:30 – 1:45 PM | Break |
| 1:45 – 2:30 PM | Table-top Exercise – Spill Response |
| 2:30 – 3:30 PM | Debrief and Summary |

ATTACHMENT 12-2
PERSONNEL JOB DESCRIPTIONS

ATTACHMENT 12-2

PERSONNEL JOB DESCRIPTIONS

1. TECHNICIAN SPECIALIST (MATERIALS HANDLING)

Responsibilities: Direct handling of hazardous and non-hazardous waste, including proper segregation and transportation on-site; performing inspections as required.

2. TECHNICIAN SPECIALIST (HAZARDOUS WASTE OPERATIONS)

Responsibilities: Direct handling of hazardous and non-hazardous waste, including the physical separation, consolidation, segregation, sampling, labeling, packaging, and manifesting of waste; performing required inspections; and maintaining required records.

3. HAZARDOUS MATERIALS COORDINATOR

Responsibilities: Compliance with DOT; maintenance and use of waste management software program; providing RCRA and/or DOT training to other site employees as required; and maintaining applicable records and documentation.

4. TECHNICIAN SPECIALIST (CHEMICAL SYSTEMS MAINTENANCE)

Responsibilities: Installing, debugging, testing, operating, repairing and performing preventative maintenance on various RCRA-permitted waste and corrective action systems.

5. HAZARDOUS WASTE ENGINEER

Responsibilities: Interpreting hazardous waste regulations; directing site personnel for compliance with RCRA regulations; overall engineering support for the RCRA program; maintaining the site operating record; coordinating or providing training as required; performing required inspections as necessary; and verifying that appropriate notifications are given to applicable federal, state, and local agencies as required.

6. SITE EMERGENCY COORDINATOR

Responsibilities: Overseeing the entire hazardous waste emergency response effort including ensuring adequate emergency response is implemented.

7. EMERGENCY RESPONDER

Responsibilities: Responding to all site emergencies including evaluation of emergency and direction of emergency teams; performing normal emergency control duties such as fire / safety hazards; inspecting emergency equipment; and inspecting fire detection and extinguisher equipment.

8. SPILL CONTROL ENGINEER

Responsibilities: Responding to site emergencies with potential environmental impact; evaluating the emergency to determine reporting requirements to local, state, and federal agencies; providing guidance to emergency personnel on waste cleanup activities; and coordinating the submission of follow-up written notifications as required.