

TRAINING PLAN FOR SURFACE MINERS
PART 48. SUBPART B

COMPANY NAME Wisconsin Department of Safety & Professional Services

ADDRESS 1400 E. Washington Ave. MSHA IDENTIFICATION # _____
Madison, WI 53703

PERSON RESPONSIBLE FOR HEALTH AND TRAINING AT THE MINE (SEC. 48.23 (c)(2))

NAME	POSITION	PHONE
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MSHA APPROVED INSTRUCTOR (S)	MIIN	COURSE (S) QUALIFIED TO TEACH (SEC.48.23 (c)(3)) IS
Patrick J. Murphy		
Kevin M. Vincent		
David M. Vriezen	M93225408	

LOCATION(S) WHERE TRAINING WILL BE GIVEN (SEC.48.23(c)(4))

NEWLY EMPLOYED INEXPERIENCED MINERS:	<u>Company training facility/Mine site or offsite location</u>
NEWLY HIRED EXPERIENCED MINERS:	<u>Company training facility/Mine site</u>
TASK TRAINING:	<u>Mine site</u>
ANNUAL REFRESHER TRAINING:	<u>Company training facility/Mine site or offsite location</u>
HAZARD TRAINING:	<u>Mine site</u>
PREDICTED TIME(S) FOR ANNUAL REFRESHER TRAINING:	<u>Annually - Every February, min. 8 hours</u>
MAXIMUM NUMBER OF MINERS PER TRAINING SESSION:	<u>30</u>
APPROXIMATE NUMBER OF MINERS EMPLOYED:	<u>25</u>

(SEC.48.23 (c)(6))

**NEW MINER TRAINING PROGRAM/ SURFACE (Part 48.25)
(24 HOURS TOTAL)**

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Statutory Rights of Miners Sec.48.25 (b)(1)	Able to list all miners' rights and those of representative of miners. Able to name persons in charge of mine and the responsibility of their agents. Will be able to explain company rules relating to miner's job.	Lecture and Discussion	Federal Standards Audio Visual Aides Company rules/ policies. <i>Miner's Rights and Responsibilities</i> , MSHA DVD 3116 or equivalent	Oral response and discussion Questions and Answers
Self Rescue & Respiratory Devices Sec.48.25(b)(2)	Will explain the different parts of a respirator (fitting, use and cleaning, etc.) Will explain when to use a respirator and what type for the hazard. Will simulate the donning of the respirator or self rescuer. Will explain the use, care, and maintenance of respirator or self-rescuer.	Lecture and Discussion	Federal Standards Audio Visual Aides Company rules.	Oral Response and Discussion Questions and Answers
Transportation, Controls and Communication Systems Sec.48.25(b)(3)	Able to explain applicable mobile equipment regulations applying to riding on and in mine conveyance. Able to explain the rules regarding the transportation of personnel and materials. Able to explain the traffic controls. Explain the different types of communication system(s), warning and directional signs.	Lecture and Discussion	Federal Standards Audio Visual Aides Company rules/ policies. E.g. <i>Surface Powered Haulage Safety</i> MSHA IG 56 or equivalent material	Oral Response and Discussion Questions and Answers
Introduction to Work Environment Sec.48.25(b)(4)	Able to explain the mining methods used. Observe mining in progress.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Escape and Emergency Evacuation Plans, Fire Warning and Fire Fighting Sec.48.25(b)(5)	Be able to explain a mine evacuation system. Name types of fire extinguishers. Will be able to explain fire warning signals and fire fighting procedures. Will be able to explain escape and emergency evacuation plans in effect at the mine.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides. <i>Workplace Examinations Surface Metal/Nonmetal</i> , MSHA DVD 522 or equivalent material	Oral Response and Discussion Questions and Answers
Ground Control: Working in areas of high walls, water hazards, pits and spoil banks, illumination and night work Sec 48.25(b)(6)	Will explain procedures for inspecting and working high wall areas. List associated hazards to high wall areas. List hazards connected with working around high walls, water hazards, pit, and spoil banks. List safe work procedures used during hours of darkness and for illumination of work areas.	Lecture and Discussion	Federal Standards Audio Visual Aides. <i>Highwall Hazards</i> , MSHA DVD 008. <i>Good Berms Save Lives</i> , MSHA DVD 504.	Oral Response and Discussion Questions and Answers

**NEW MINER TRAINING PROGRAM/ SURFACE
(CONTINUED)**

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Health Sec.48.25(b)(7)	Will explain noise and dust regulations. Will be able to explain the purpose of Industrial Hygiene sampling (dust, noise, etc.). Explain why silica dust is especially hazardous	Lecture and Discussion	Federal Standards Audio Visual Aides. MSHA DVD 533, <i>Dust: The Invisible Enemy</i> . American Red Cross First Aid video or equivalent material	Oral Response and Discussion Questions and Answers
Hazard Recognition Sec.48.25(b)(8)	Will review causes of accidents and identify means of preventing them. Will review and name the key parts of Job Safety Analysis. Will be able to explain hazards present at the mine.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides Company rules	Oral Response and Discussion Questions and Answers
Electrical Hazards Sec.48.25(b)(9)	Will be able to list electrical hazards found in mines. Explain electrical lock out/ tag out procedure.	Lecture and Discussion	Federal Standards Audio Visual Aides. <i>Electrical Hazards</i> , MSHA DVD 570 or equivalent	Oral Response and Discussion Questions and Answers
First Aid Sec.48.25(b)(10)	Will explain and demonstrate procedures to follow acceptable to MSHA. Will be able to demonstrate a general knowledge of first aid in the even of an emergency	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Explosives Sec.48.25(b)(11)	Will be able to explain the hazards related to use, storage, and transportation of explosives. Will be able to explain blasting procedures at mine.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Health and Safety aspects of the task to which a miner is assigned Sec 48.25(b)(12)	Will be able to tell and demonstrate the health and safety aspects of the task to which he/ she is assigned. Will be able to state the physical and health hazards of chemicals in his/her work area. Will be able to protect his/her self from such hazards Will be able to locate MSD sheets and explain mine HazCom program. Review Welding and Cutting Hazards if applicable. Review Slings/Rigging Hazards if applicable.	Lecture and Discussion	Federal Standards Audio Visual Aides. <i>Safety on or near water</i> , MSHA DVD 503. <i>Chemical Hazard Information</i> , MSHA DVD 557, <i>The ABCs of your personal Fall Arrest System</i> , ERI 2162 or equivalent material	Oral Response and Discussion Questions and Answers

No less than 24 hours will be spent training each new miner

ALL NEW MINER TRAINING WILL BE CONDUCTED BY AN MSHA APPROVED INSTRUCTOR

NEWLY-HIRED EXPERIENCED MINER TRAINING/SURFACE (Part 48.26)

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Introduction to Work Environment Sec.48.26(b)(1)	Able to explain the mining methods used. Observe mining process. Tour the entire mine at which they work.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Mandatory Health and Safety Standards Sec.48.26(b)(2)	Will discuss health and safety standards applicable to their own tasks.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Authority and responsibility of supervisors and miners' representatives Sec.48.26(b)(3)	Able to describe the authority of supervisors and the representative of miners. Able to name the person in charge of the mine and the responsibility of their agents. Will be able to explain company rules relating to miner's job.	Lecture and Discussion	Federal Standards Audio Visual Aides Company rules	Oral Response and Discussion Questions and Answers
Transportation, Controls and Communication Systems Sec.48.26(b)(4)	Able to explain applicable mobile equipment regulations and rules applying to riding on and in mine conveyance. Explain the different types of communication system(s), warning and directions signs.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Escape and Emergency Evacuation plans, fire warning, and fire fighting Sec.48.26(b)(5)	Be able to name explain mine evacuation system. Name types of fire extinguishers. Will be able to explain fire warning signals and fire fighting procedures.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Ground control: working in areas of high walls, water hazards, pits and spoil banks, illumination and night work Sec.48.26(b)(6)	Will explain procedures for inspecting and working in high wall areas. List associated hazards to high wall areas. List hazards connected with working around high walls, water hazards, pit and spoil banks. List safe work procedures used during hours of darkness and for illumination of work areas.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers

**NEWLY-HIRED EXPERIENCED MINER TRAINING/SURFACE
(CONTINUED)**

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Hazard Recognition Sec.48.26(b)(7)	Will be able to discuss recognition of avoidance of hazards present at mine. Will be able to tell hazards related to explosives and where they are stored at mine if applicable. Electrical hazards: will be able to list electrical hazards found in mines. Explain lock out and tag out procedures.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Prevention of Accidents Sec.48.26(b)(8)	Will review causes of accidents and identify means of preventing them. Will review and name the key parts of a Job Safety Analysis.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Emergency Medical Procedures Sec.48.26(b)(9)	Will explain the mines medical procedures and location of the first aid supplies	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Health Sec.48.26(b)(10)	Will explain noise and dust regulations. Will be able to explain the purpose of Industrial Hygiene sampling (dust, noise, etc.). Explain will silica dust is especially hazardous.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Health and Safety aspects of the tasks to which the miners is assigned. Sec.48.26(b)(11)	Will be able to demonstrate the health and safety aspects of the tasks to which he/ she is assigned. Will be able to state the physical and health hazards of chemicals in his/her work area. Will be able to protect his/her self from such hazards Will be able to locate MSD sheets and explain mine HazCom program. Review Welding and Cutting Hazards if applicable. Review Slings/Rigging Hazards if applicable.	Lecture and Discussion	Federal Standards Audio Visual Aides MSD Sheets HazCom Program	Oral Response and Discussion Questions and Answers

ALL EXPERIENCED MINER TRAINING WILL BE CONDUCTED BY AN MSHA APPROVED INSTRUCTOR

ANNUAL REFRESHER SURFACE (Part 48.28)
(8 HOURS TOTAL)

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Mandatory Health and Safety Standards Sec.48.28(b)(1) 40-45 min	Will discuss health and safety standards applicable to their own tasks.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Transportation, Controls and Communication Systems Sec.48.28(b)(2) 30-60 min.	Able to explain applicable mobile equipment regulations applying to riding on and in mine conveyance. Able to explain the rules regarding the transportation of personnel and materials. Explain the different types of communication system(s), warning and directional signs.	Lecture and Discussion Mine Tour	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Escape and Emergency Evacuation; fire warning & fire fighting Sec.48.28(b)(3) 30-45 min	Be able to explain a mine evacuation system. Name types of fire extinguishers. Will be able to explain fire warning signals and fire fighting procedures.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Ground Control: working areas of high walls, water hazards, pits and spoil banks, illumination and night work Sec.48.28(b)(4) 30-45 min	Will explain procedures for inspecting and working high wall areas. List associated hazards to high wall areas. List hazards connected with working around high walls, water hazards, pits and spoil banks. List safe work procedures used during hours of darkness and for illumination of work areas.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
First Aid Sec.48.28(b)(5) 1-2 hours	Will explain and demonstrate procedures to follow acceptable to MSHA. Will be able to demonstrate a general knowledge of first aid in the event of an emergency.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Electrical Hazards Sec.48.28(b)(6) 30-45 min	Will be able to list electrical hazards found in mines. Explain electrical lock out/ tag out procedure.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers

**ANNUAL REFRESHER SURFACE
(CONTINUED)**

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Prevention of Accidents Sec.48.28(b)(7) 30-45 min	Will review causes of accidents and identify means of preventing them. Will review and name the key parts of a Job Safety Analysis. Will be able to explain welding and cutting hazards. Will be able to explain slings and rigging hazards if applicable.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Health Sec.48.28(b)(8) 30-60 min	Will explain noise and dust regulations. Will be able to explain what to look for on warning labels. Will be able to explain the purpose of Industrial Hygiene Sampling (dust, noise, etc.). Explain why silica dust is especially hazardous.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Explosives Sec.48.28(b)(9) 30-60 min	Will be able to explain the hazards related to use, storage, and transportation of explosives.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers
Self-Rescue and Respiratory Devices Sec.48.28(b)(10) 30-60 min	Will explain the different parts of a respirator program. Will explain when to use a respirator and what type of hazard Will simulate the donning of the respirator or self rescuer. Will explain the use, care, and maintenance of respirator or self-rescuer.	Lecture and Discussion	Federal Standards Audio Visual Aides	Oral Response and Discussion Questions and Answers

No less than 8 hours will be spent on each miner annually.

ANNUAL REFRESHER TRAINING WILL BE CONDUCTED BY AN MSHA APPROVED INSTRUCTOR

NEW TASK TRAINING FOR SURFACE MINERS

TASK TRAINING 48.27

1. PROCEDURES

The miner will be taught the health and safety aspects and safe operating procedures for work tasks, equipment and machinery, supervised practice during non-production, supervised operation during production, safe operating procedures for new or modified machines and equipment, welding and cutting hazards, sling/rigging hazards (if applicable), and electrical lock out/ tag out procedures.

All task training will be accomplished by a thorough review of the following procedures, as applicable.

- a) Know the function and working relationship of the new task to overall goals of the operations.
- b) Be able to perform pre and post operation checks on any equipment necessary to the performance of the new tasks.
- c) Demonstrate proper start-up and shutdown procedures on such equipment.
- d) Describe and demonstrate safe operating procedures.
- e) Be knowledgeable in any require maintenance and servicing requirements.
- f) Know how to deal with or report any problems or malfunctions.
- g) Demonstrate knowledge of company and federal health and safety procedures applicable to the new task.

2. INSTRUCTOR

Task Training will be taught by a qualified operator, lead person, or other person who is experienced in the assigned task and will conduct training.

3. METHODS

The following methods will be used where applicable to the task.

- a) Classroom
- b) Question and Answer
- c) Supervised student practice during non-production
- d) Supervised on the job training and feedback

4. EVALUATION

The primary methods of evaluation will be by oral questions and answers and direct observations during trainee practice and on the job training to ensure the trainee's comprehension and skill performance of the new task.

5. MATERIALS

- a) Lesson plans / Outline / JSA / JTA
- b) Instructors knowledge
- c) Operator's manual
- d) Plant diagram
- e) Company policies and procedures
- f) Federal and State Mining Code
- g) Material Safety Data Sheets

NEW TASK TRAINING FOR SURFACE MINERS
TASK TRAINING 48.27

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Health and Safety aspects of the tasks to which the miners is assigned. Sec.48.27(a)(1)	Will be able to demonstrate the health and safety aspects of the tasks to which he/ she is assigned. Will be able to state the physical and health hazards of chemicals in his/her work area. Will be able to protect his/her self from such hazards Will be able to locate MSD sheets and explain mine HazCom program. Review Welding and Cutting Hazards if applicable. Review Slings/Rigging Hazards if applicable.	Lecture Discussion Demonstration Role Playing	Federal Standards Audio Visual Aides MSD Sheets HazCom Program Operator's Manual	Oral Response and Discussion Questions and Answers Observations
Supervised practice during non-production Sec.48.27(a)(2)(i) 30-60 min	Will be required to practice in the assigned task in a non-production setting Perform work duties at times or places where production is not the primary objective.	Lecture Discussion Demonstration Role Playing	Federal Standards Audio Visual Aides Equipment need to perform task.	Oral Response and Discussion Questions and Answer Observations
Supervised operation during production Sec.48.27(a)(2)(ii) 30-60 min	Will practice the assigned task during production while being immediately supervised. Will perform the assigned work duties during production while being immediately supervised	Lecture Discussion Demonstration Role Playing	Federal Standards Audio Visual Aides Equipment need to perform task/duty	Oral Response and Discussion Questions and Answers Observations
Self-Rescue and Respiratory Devices Sec.48.27(a)(3) 30-60 min	Will explain the different parts of a respirator program. Will explain when to use a respirator and what type of hazard. Will simulate the donning of the respirator or self rescuer. Will explain the use, care, and maintenance of respirator or self-rescuer.	Lecture Discussion Demonstration Simulation	Federal Standards Audio Visual Aides Self Rescuer or Respiratory Devices	Oral Response and Discussion Questions and Answers Observations

SAMPLE TASK LIST / OUTLINE

**THIS IS NOT PART OF THE PLAN. IT IS ONLY AN EXAMPLE OF HOW TO CREATE A TASK LIST AND AN OUTLINE OF TRAINING YOU PLAN ON USING TO TEACH THE VARIOUS TASKS YOU PERFORM ON MINE PROPERTY.
PLEASE DELETE THE RED TEXT IF YOU ARE ADOPTING ANY PART OF THIS PAGE INTO YOUR PLAN.**

TASK	Plant Manager	Lab. Tech.	Maint. Tech	Mill Operator	Loader / Crusher Operator	Lead Bagger	Bagger	Admin. Assist.
Bagging (all types)				X	X	X	X	
Clean Grizzly				X	X	X	X	
Cleaning Around Belt Conveyors				X	X	X	X	
Cleaning Tramp Iron off Magnets				X	X	X		
Clean Up (General)	X	X	X	X	X	X	X	X
Operate Crushing Line	X	X	X	X	X	X		
Operate Front-end Loader	X	X	X	X	X			
Clean Mill Hopper				X	X			
Clean Mill Feeder				X	X			
Collect Production Samples		X		X	X			
Measure Silos (manually)				X	X			
Operate Course Grind Equip.				X	X	X		
Operate Mills	X	X	X	X				
Inspect / Service Equipment		X	X	X	X	X	X	
Lock out Equipment	X	X	X	X	X	X	X	X
Operate Hand Tools	X	X	X	X	X	X	X	X
Operate Shop Tools	X	X	X	X	X	X	X	X
Belt Conveyor Repairs / Maint.			X	X	X	X	X	
Screw Conveyor Repairs / Maint.			X	X	X	X	X	
Crusher / Grizzly Repairs / Maint.			X	X	X	X	X	
Dust Collector Repairs / Maint.			X	X	X	X	X	
Mill Repairs / Maint.			X	X	X	X	X	
Welding / Cutting			X					
Load Scale Bottle	X	X		X	X	X		
Load Trucks (bulk / flatbeds)		X	X	X	X	X		
Load Rail Boxcars	X	X		X		X	X	
Load Pneumatic Railcars	X	X	X	X		X		
Operate Rail Switch Engine	X	X	X	X		X		
Move / Switch Railcars	X	X	X	X		X		
Operate Forklift	X	X	X	X	X	X	X	
Shrink-wrap palletized Sacked Product				X	X	X	X	
Unload Freight Trucks		X	X	X	X	X	X	

**HAZARD TRAINING FOR SURFACE MINERS
HAZARD TRAINING 48.31**

Miner means, for purposes of § 48.31 (Hazard training) of this subpart B, any person working in a surface mine or surface areas of an underground mine excluding person covered under paragraph (a)(1) of this section and subpart C of this part and supervisory personnel subject to MSHA approved state certifications requirements. This definition includes any delivery, office, or scientific worker, or occasional, short-term maintenance or service worker contracted by the operator, and any student that engages in academic projects involving his or her extended presence at the mine.

SUBJECT AND HOURS	OBJECTIVES	TEACHING METHODS	COURSE MATERIAL	EVALUATION METHODS
Hazard Recognition & Avoidance Includes: Lockout / Tag Out Hazards Welding & Cutting Hazards Slings/Rigging Hazards	Will be made aware of all hazards and how to recognize and avoid hazards that could be encountered while on mine property. Will be recognize lock out / tag out hazards and Welding & Cutting Hazards. Will be made aware of all chemical hazards they will be exposed to, where to find the MSD sheets, how to protect his/her self from such hazards, and the contents of the HazCom Program.	Lecture Discussion, Checklist	Company: Checklist, Post signs & warnings MSDS HazCom Program	Oral, Written and/or Observation
Emergency and Evacuation Procedures	Will be notified of mine specific emergency and evacuation procedures	Lecture Discussion, Checklist	Company Materials Mine Maps	Oral, Written and/or Observation
Health & Safety Standards and Procedures	Will be able to recognize the our mine site specific health and safety standards and procedures	Lecture Discussion, Checklist	Company Materials	Oral, Written and/or Observation
Self Rescue and Respiratory Devices	Will recognize when to don the self rescue or respiratory device. Will be able to don the appropriate self rescue or respiratory device.	Lecture Discussion, Checklist, Demonstrate, Practice under close observation Fit Test	Company Materials Vender Materials	Oral, Written and/or Observation

**ALL TRAINING WILL BE CONDUCTED BY AN EXPERIENCED PERSON
OR AN MSHA APPROVED INSTRUCTOR AT THE MINE**