

LABOR LAWS & EMPLOYEE SAFETY

Fabick Cat is committed to safe service. A safe and healthy workplace is a fundamental right of every person. All employment must be in compliance with all applicable laws and regulations, including those concerning hours, compensation, equal opportunity, human rights and working conditions. As a company we work diligently to provide top-of-the-line equipment, resources and training to our employees to create a safe work environment. Fabick Cat also requires full compliance with applicable workplace safety and industrial hygiene standards as mandated by law.

EVERYONE HAS THE RIGHT TO STOP AN UNSAFE SITUATION!

“When I see something unsafe, I will stop and do something,” is not just a pledge, it is the core of our employee safety strategy. Empowered employees drive all our safety efforts and are encouraged to proactively address their safety concerns and communicate openly about any safety issues they observe. With open dialogue and strong engagement, we continue to improve and maintain an atmosphere of health and well-being in everything we do.

EMERGENCY RESPONSE

All employees will be provided care, first-aid and emergency service, as required, for injuries or illnesses while on Fabick Cat’s premises. Employees should contact their supervisor, the nearest supervisor, the Safety Department and/or 911 in the event of an incident or emergency. Supervisors should communicate location specific plans set in place in the event of disasters, including but not limited to fire, inclement weather, or evacuations. Mandatory safety training for every employee is scheduled yearly. Additional first aid training may be available through the company.

SAFETY SHOES & WINTER CLOTHING

Employees who have completed their introductory period become eligible for reimbursement, up to a scheduled yearly maximum, for safety shoes and/or winter clothing necessary to their jobs.

WORKERS COMPENSATION

The company is covered under statutory state Workers’ Compensation Laws and is committed to providing our employees a safe and healthy place to work.

If an employee is injured on the job, Fabick Cat provides coverage and protection in accordance with the Workers’ Compensation Law. When an incident / injury is sustained, while at work, the employee must report it immediately to the employee’s supervisor. The supervisor will then report it to the Safety Department.

MODIFIED (LIGHT DUTY)

The company strives to promote a successful recovery from any work related or personal injury and has set-up guidelines to follow when an employee returns to work with restrictions. Modified work is a vital component of return-to-work programs.

SMOKING POLICY

Fabick Cat is committed to the idea of providing our employees with a healthy place to work. To comply with government regulations, Fabick Cat prohibits any form of smoking, including e-cigarette, throughout its workplace. Employees are protected from retaliatory action or from being subjected to any adverse personal action for enforcing, or attempting to enforce, their rights under this policy.

MAINTAINING OUR LABOR FORCE

Professional development is extremely important to maintaining an empowered workforce consistent with our values. Employees are encouraged to grow with Fabick Cat and may experience movement through the company via promotions, transfers and other job changes. It is the policy of Fabick Cat that recruitment, hiring, transfers, promotions, terminations, compensation and benefits, as well as company-sponsored training, education, tuition assistance, social, recreational, and health programs and reductions in force practices be without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age (unless otherwise permitted by law) or physical or mental disability where otherwise qualified or any other protected class under relevant state law. To guide the company’s efforts, the VP of Human Resources has developed an Affirmative Action Plan.