Project Participation & Lean Behavior Agreement

Total Participation Jobsite Commitment

This agreement must be signed prior to working on this project.

Purpose

This project will be built using Lean principles, Takt Planning, and a culture of total participation. We are committed to safety, respect for people, stable flow, and high performance.

By signing this agreement, you are committing to actively support and participate in these standards.

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1. Safety Is Non-Negotiable

I agree to:

- Follow all site-specific safety rules and OSHA standards.
- Participate in daily safety briefings and planning huddles.
- Stop work if I observe an unsafe condition.
- Use proper PPE at all times.
- Immediately report injuries, near misses, and hazards.

I understand that unsafe behavior will result in immediate corrective action and may result in removal from the project.

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2. Respect for People

This project operates under a strict Respect for People policy.

I agree to:

- Treat every worker with dignity and professionalism.
- Eliminate yelling, profanity directed at others, harassment, or intimidation.
- Resolve conflict through leadership channels, not confrontation.
- Support diversity and inclusion on this jobsite.

Disrespectful behavior will not be tolerated.

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3. Total Participation in Planning

This project requires full engagement in the planning system.

I agree to:

- Attend required planning meetings (Daily Huddles, Weekly Work Planning, Pull Planning, etc.).
- Make reliable commitments and keep them.
- Notify supervision immediately if my commitment cannot be met.
- Coordinate with other trades before starting work.
- Follow the Takt Plan and approved sequencing.

I understand that “working independently” without coordination damages flow and will not be accepted.

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4. Commitment to Flow & Stability

This project is built using Takt Planning and stable workflow principles.
I agree to:

- Work in assigned zones only.
- Complete work within the scheduled Takt time.
- Leave areas clean, complete, and ready for the next trade.
- Avoid stacking trades or working ahead without authorization.
- Support roadblock removal before starting work.

I understand that protecting flow protects everyone's success.

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5. Quality at the Source

I agree to:

- Inspect my own work before calling it complete.
- Build it right the first time.
- Immediately correct defects.
- Participate in through-process inspections when required.
- Refuse to pass defects to the next trade.

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6. Housekeeping & Professional Standards

I agree to:

- Maintain clean and organized work areas daily.
- Remove debris and protect finished work.
- Store materials properly.
- Represent my company and this project professionally at all times.

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7. Drug, Alcohol & Conduct Policy

I agree to:

- Remain drug- and alcohol-free while on site.
- Comply with testing policies if required.
- Avoid fighting, theft, vandalism, or destructive behavior.

Violation will result in immediate removal.

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8. Accountability

I understand:

- Participation in this system is a condition of being allowed on site.
- Failure to meet these commitments may result in removal from the project.
- This agreement applies to all workers equally — regardless of company or title.

Worker Acknowledgment

I understand that this is a high-performance project. I agree to uphold these standards and actively contribute to a safe, respectful, Lean, and reliable jobsite.

Worker Name (Print)	**Company**
Signature	**Date**