

**"The Twelve Days of Site Work: My Workers Gave to Me, Environmental Issues I Could Not Foresee!"
WMACSA 2025**



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**"The Twelve Days of Site Work: My Workers Gave to Me,
Environmental Issues, I Could Not Foresee!"**

12 common environmental issues leading to violations at construction sites

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Purpose:

- The primary responsibility of a safety professional is ensuring safety. While they may take on multiple roles, including environmental duties, their main focus always remains on safety. In the absence of a dedicated environmental specialist on-site, they often become the go-to resource for environmental concerns. Additionally, they are usually present on-site.
- This presentation will highlight 12 of the most common environmental issues we see on construction site. It will help you be more knowledgeable so the project can avoid environmental regulatory violations.
- Site work (outdoor) usually has more environmental issues, i.e. dirt and water. Vertical or indoor construction often deals with building materials problems i.e. lead paint, asbestos, light tubes. Both use products that can be environmentally regulated.
- We are introducing the topic with a "made up" comment that a worker might say to the safety officer on site.

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1. Permits

"Why is there a STOP WORK order? – They got all of the permits at the start of the project, that's not my problem" – Bad Advice



- Permits are a good thing. They provide protection from violations and liability IF ALL permit requirements are followed.
- Ensure you are getting all of the proper permits (i.e. ESC, SW, NPDES, MS4)
- The permits required vary depending on the type, size, and location of a project – not only do Maryland, Virginia, and DC all have specific requirements, but Alexandria and other Cities have their own specific permit requirements too

3

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Permits

- Make sure your permits are easily available / accessible at the jobsite, including posting them if required. Don't forget revisions and new permits.
- Review permit conditions periodically and ensure requirements are being addressed sufficiently in the field throughout the duration of the permitted activity.
- Pay attention to details required to close out the permits – may need photographs / details prior to construction and other very specific requirements that are detailed in the permit.
- **TRAINING** & Communication - Never overlook the value of training.
 - Provide training to appropriate personnel on permit requirements and actions.
 - Refresh training as needed – staffing changes, changes in site conditions / activities.

4

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2. Inspections and Recordkeeping

"Paperwork.. I don't have time for paperwork
– I'll catch up on that later!" – Bad Advice

- Not good enough to say, "someone looks at this stuff every day, even if it isn't documented".
- If it isn't documented, AND performed per the permitted frequency, it is a violation.
- Paperwork review is common during a regulatory inspection.



5

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Inspections and Recordkeeping

- Make sure inspections are completed and signed within specified timeframes.
- Focus on active vs. passive inspections and documentation – avoid "pencil whipping".
- Electronic records are acceptable, as long as they can be provided immediately to an inspector upon request.
- **TRAINING** & Communication - Never overlook the value of training.
 - Provide training to appropriate personnel on recordkeeping & inspection requirements.
 - Refresh training as needed – staffing changes, changes in site conditions / activities.
 - Communicate inspection findings to appropriate field personnel to correct issues.

6

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Inspections and Recordkeeping



7

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Inspections and Recordkeeping



8

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3. Stormwater Management

"This track out will be gone soon as I am done power washing the street" –
Bad Advice



- All construction water, including stormwater runoff, must be managed to control sediment and other pollutants prior to authorized discharge.
- You CANNOT wash dirt from construction activities down a storm or sewer drain or even "just down the road".
- Proper ESC controls AND Best Management Practices (BMPs) should prevent / minimize sediment & sediment laden water migrating offsite.
- Details are specified in associated PERMITS – i.e NPDES, SW, MS4, TDA etc.

9

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Stormwater Management



10

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Stormwater Management



11

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4. Erosion and Sediment Control

"I put up the Sediment and Erosion fence, I am done" – Bad Advice



- ALL ESCs need to be inspected and maintained for the duration of the project.
- Inspections must be conducted, and corrective actions performed in a timely fashion, and all documented.
- If an ESC is installed, but not maintained properly thereby rendering it ineffective, then that is a violation.
- Know WHO is designated to conduct and document the inspections & maintenance and HOW often / WHEN they are required....and if they have the proper **TRAINING** to perform the task properly.

12

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13

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Erosion and Sediment Control



14

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15

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16

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17

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18

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19

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20

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Erosion and Sediment Control



21

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5. Concrete Washout

"We are putting the concrete into the ground, ... it does not matter if it spills on the ground." – Bad Advice

- Well aware of the worker safety issues.. Same problem for organisms, only they can't wash it off, (or wear PPE). Aquatic and terrestrial organisms can be very pH sensitive.
- High pH... 12 (Hazardous Waste is 12.5), and metals, Chromium (hex), Barium, Selenium, Vanadium.
- Regulated by EPA and States.. Clean Water Act (EPA) , MS4 Regulation 122.34 9 (b)(3); Construction General Permit (CGP) Part 1.2.1



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Concrete Washout

- Why such a problem... it is messy washing shoots on concrete trucks. Level of care varies on jobsites, concrete drivers not always as careful as they should be.
- Concrete test areas often poorly managed.
- Clumps/marks on ground can indicate not properly managed to regulators.
- How to prevent, - many ways to capture the washout... skip pans, containers, pits, LINED!!! and companies rent special washout containers.
- In a designated area, with a sign.
- Let harden in container or Neutralize Water, citric acid... and discharge to WWTP (if have approval), not to water bodies.



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6. Is it a Hazardous Waste?

"We don't have hazardous waste, we are a construction project..." – Bad Advice

- Construction site can use lots of different products.
- Your main job is to ensure workers are sure using them safely
- BUT... What happens when you are done using products and now need to throw out.
- **First** need to determine how it is regulated and if it is a **Hazardous Waste**.

• **Keep Safety in Mind it will save your Behind .**

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Is it a Hazardous Waste?

If a hazardous waste meets a specific definition and gets a waste code. D001, F003, U002

A bit complex – just hit the highlights in this talk.

Characteristic – determine by laboratory analysis, i.e. Flammable D001, Corrosive D002, Lead D008, Chromium D007

Listed – a definition, has certain ingredients and how it is used, or it is on a list and is the a sole active ingredient . Solvents used in degreasing F001 or Acetone U002.



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Is it a Hazardous Waste?

- List common wastes at constructions sites and mention which ones may be hazardous wastes.
- Helpful tool – the SDS. Not foolproof. When a product arrives as a **hazardous material** (meaning it is a product regulated by the DOT) and has a PROPER SHIPPING NAME, if its often a **hazardous waste** (regulated by RCRA) when ready to discard
- Some of these items we will discuss in an upcoming section in this talk.

- Paints – oil yes, latex no
- Aerosols – used to be... now can be universal
- Diesel fuel- no
- Gasoline - maybe, sometime recycled then no
- Hydraulic fluid - no
- Gas Cylinders - usually...



26

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Environmental
Construction

Is it a Hazardous Waste?

- Concrete additives – usually not
- Degreasers – maybe
- Acids Muriatic Acid – yes
- Adhesives – maybe
- Batteries – usually not unless broken.
- Asbestos - No
- Lead Paint yes, sometimes
not always as construction
debris



27

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Hazardous Waste Common

Basically, we (BAE) all have spent years on understanding the hazardous wastes rules and still sometimes we have to "phone a friend"... But not too often.

- *Chance takers are accident makers*

28

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7. Hazardous Waste Management

"We have a company to come pick up our waste, we don't need to do anything else." –
Bad Advice

- Now that you have some Hazardous Waste... there are many more regulations you need to follow.
- Get **EPA id number** before you have the waste...
- What **size generator** – Federal: VSQG < 100kg, SQG < 1000kg, LQG > 1000kg (onsite at one time). Different items on list apply to different size generators!
 - MD: SQG < 100kg, LQG > 100kg
- **Properly label hazardous waste containers** when on site – start date, "hazardous waste", hazardous properties.



29

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7. Hazardous Waste Management (continued)

- **Perform hazardous waste determinations** – Separate incompatible waste (example, oxidizers and flammable liquids)
- **Develop a hazardous waste contingency plan** – What to do in case of a spill or bodily exposure
- **Prioritize hazardous waste training. And signer of manifest is required to have training.**
- **Ensure that containers are closed** – Containers in storage should be closed unless actively adding to the container



→ *There are other items, but this at least gives you an idea what is needed before the hazardous waste leaves your site.*

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"That is not how we did it on the last job..." – Bad Advice



8. State Differences in Waste Management

- For the most part the majority of the rules are the same. Highlight a few important differences where companies commonly make mistakes.
- Related to Wastes
 - Hazardous Waste DC follows Federal EPA, MD and VA have their own programs, can be more stringent.
 - Generators size is different for Maryland
 - MD - 2 categories, MD Small Quantity Generator, Large Quantity Generator = > 220 lbs (approx. 30 gallons) per month or ONSITE at any time. (Not acute waste)
 - VA, DC - 3 categories, Very Small Quantity, Small Quantity and Large Quantity = >2,200 lbs/ month (Not acute waste)
 - Important for Hazardous waste soil jobs – more compliance. Written contingency plans, train employees, emergency preparedness.

31

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State Differences in Waste Management

- In DC you must pay for EPA ID numbers
 - Need EPA ID for Universal Waste and Used Oil
- In Maryland Aerosols are not universal yet... expected Spring 2025.
- In Maryland PCBs have a State Hazardous Waste code, Needed for Oil and Soil.
 - Light ballasts as universal waste in MD only, so no waste code

32

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9. Universal Waste Management

"Throw them bulbs in the dumpster" - bad advice

- 5 Types of Universal Waste (+1)
 - Batteries
 - Pesticides
 - Mercury-containing equipment
 - Lamps containing Mercury
 - Aerosols (federal, not MD)
 - PCB Ballasts (MD, not federal)



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Universal Waste Management

- Universal Waste is Not Hazardous Waste:
 - Introduced in 1995
 - Less strict regulations
 - Longer storage time
 - Shipping manifest not required
 - Lower transporter permit requirements
 - Does not contribute to generator size
 - Why?
 - Ease regulatory burden for typical businesses
 - "Universal" to non-chemical industries too
 - Promote collection and recycling



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Universal Waste Management

• Batteries

- Non-hazardous waste batteries include alkaline and zinc-carbon
- Universal waste batteries include Lead acid, Ni-Cad, Lithium, Mercury containing batteries, and Silver oxide batteries
- For storage and shipping terminals should be taped or otherwise kept apart in order to prevent fires



35

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Universal Waste Management

• U.W. Light Bulbs

- Fluorescent light tubes
- CFLs
- HID
- Metal Halide
- Sodium vapor



• Non-hazardous Light Bulbs

- Incandescent
- Halogen
- LED



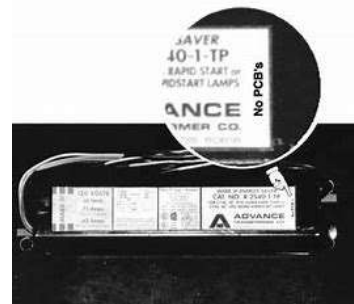
36

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Universal Waste Management

• PCB Ballasts

- Banned in 1979
- If "does not contain PCBs" is not present, assumed to contain PCBs
- PCB ballasts are handled as universal waste
- Non-PCB ballasts can be recycled or disposed of as non-hazardous waste



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Universal Waste Management

• Storage and Paperwork

- Universal waste can be accumulated for up to 1 year
- Must be stored in appropriate closed containers that prevent releases into the environment
- Containers must be labeled with start date and the phrase, "Universal Waste [waste type]" (example: Universal Waste - Light Tubes).
 - "Waste - light tubes" or "Used light tubes" is also acceptable wording.
- Large Quantity Generators (>5,000 kg at any time) must keep records of each shipment for 3 years
- Small Quantity Generators (<5,000 kg at any time) are not required to keep records of shipments
- LQGs are required to provide annual training reviews. SQGs must inform employees of proper waste handling procedures.



UNIVERSAL WASTE

SHIPPER _____

ADDRESS _____

CITY, STATE, ZIP _____

CONTENTS _____

ACCUMULATION START DATE _____



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Universal Waste Management

- Removal from Your Jobsite
 - Universal waste can be handled by either **recycling or disposal**
 - Generator, handler, or 3rd party can **self-transport** universal waste
 - Vehicle must be closed and in good condition to prevent leakage
 - Must go to a destination facility or universal waste handler
 - **Hazardous waste manifests are not required** for Universal Waste
 - A bill of lading, Universal waste manifest, or non-hazardous waste manifest should be used



39

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10. Soil Management

"Hey, this soil smells! Must be hazardous..." – bad advice

- How to Tell if Soil is Regulated
 - Historical background
 - Previous spills, type of historical activity such as manufacturing
 - Analysis testing
 - Collecting samples to test for contaminants
 - Initial analysis vs. Disposal analysis
 - Contaminated soil does not always smell or appear different
 - Not all contaminated soil is "hazardous"



40

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Soil Management

- Disposal Pricing by Contamination Category
 - Soil that is suitable for residential reuse
 - Cheapest outcome
 - Has the most options for disposal
 - This is considered non-contaminated soil
 - Soil that is not suitable for residential reuse, but non-hazardous
 - Next cheapest outcome
 - Many non-hazardous disposal facilities will accept
 - Examples include contamination by petroleum or low levels of EPA regulated chemicals
 - Hazardous Soil
 - Expensive outcome, but varies greatly depending on contaminant
 - Requires a hazardous waste facility for disposal and additional transportation permits
 - Examples include contamination by lead



43

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Soil Management

- Proper Soil Stockpiling
 - Stockpiles must be placed within the permit area where they will not be disturbed, subjected to excessive erosion, or close to bodies of water.
 - If stockpiles are left in place for longer than 14 days (federal) additional erosion prevention steps are required (covered, stabilized, embanked)
 - Varies depending on locality, clean vs contaminated, and permits



44

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11. Spills – Reporting, Clean Up, Sampling, Disposal



"Quick, cover it up!" – Bad Advice

- **TRICKY CHECK FEDERAL, STATE and maybe LOCAL JURISDICTION**
 - Always need to clean it up.
 - Better to report **only if required**, (Who likes regulators to show up).
 - On ground vs. in waterbody. Different jurisdiction have different rules. Federal, State, and Source of spill (Tanks).
- **FEDERAL**
 - **National Response Center** (Federal) – staffed by the coast guard. They call appropriate agencies in your area. **800-424-8802.**
 - OIL -
 - discharges to navigable waters or adjoining shorelines.
 - A film or sheen on surface of water or adjoining shorelines
 - Sludge or emulsion to be deposited beneath surface water or upon adjoining shorelines.



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Spills – Reporting, Clean Up, Sampling, Disposal



- **HAZARDOUS SUBSTANCES**
 - Released to the environment equal to or above a specified limit. There is a table.
 - Remember to calculate mixtures, i.e. percentage of material in the product.
 - Acetic Acid 5,000 lbs (vinegar, diluted)
 - Benzene 10 lbs ,
 - Sulfuric acid 1,000 lbs
- a. **EXTREMELY HAZARDOUS SUBSTANCE**
 - Not common at construction site in these quantities, Ammonia 100 lbs. Sulfuric Acid 1,000 lbs, Nitric Acid 10 lbs
 - Additional emergency planning requirements

TABLE 302.4—LIST OF HAZARDOUS SUBSTANCES AND REPORTABLE QUANTITIES
[ALL COMMENTS/NOTES ARE LOCATED AT THE END OF THE TABLE.]

| Hazardous substance | CASRN ¹ | Statutory code ² | RCRA waste No. | Final RQ [pounds (kg)] |
|---------------------|--------------------|-----------------------------|----------------|------------------------|
| A2213 | 38558-43-1 | 4 | U304 | 5000 (2270) |
| Acenaphthene | 83-32-9 | 2 | | 100 (45.4) |
| Acenaphthylene | 208-96-8 | 2 | | 5000 (2270) |
| Acetaldehyde | 75-07-0 | 1,3,4 | U001 | 1000 (454) |

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Spills – Reporting, Clean Up, Sampling, Disposal

- SPCC – Spill Prevention Control and Countermeasures Plan. Construction site that store large volumes of *petroleum products*. Count generators, fuel tanks, waste oil drums, tanks. Not moving equipment. Greater than 1,320 gallons.
- MD, VA, DC also each have their own requirements for Spill Reporting.



• The purpose of an SPCC Plan is to form a comprehensive spill prevention program that minimizes the potential for oil discharges to the environment.

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Spills – Reporting, Clean Up, Sampling, Disposal

Virginia

| | | | | | | |
|----------|---|---------------------|---|------------------------------------|---|---|
| Virginia | Hazardous substance from a facility and not a UST | On Land, Into Water | Any release that exceeds or exceeds the reportable quantity in 40 CFR 302.4 must be reported immediately. | VGA 20.2-3429 | Virginia Department of Environmental Quality's Pollution Response Program | Call all of the following: Virginia Department of Emergency Management (800) 666-8883 (in-state) or (804) 674-2400 (out-of-state) National Response Center (800) 424-8802, and Local Emergency Planning Committee (LEPC) and local fire department |
| Virginia | Petroleum from USTs | On Land | Any release that exceeds 25 gallons must be reported within 24 hours of discovery. A release less than 25 gallons that is not contained and cleaned up within 24 hours of discovery must be reported immediately. Any suspected leak must be reported within 24 hours of discovery. [5] | 8VAC 25-590-230 8VAC 25-590-232 | Virginia Department of Environmental Quality's Petroleum Release Task Program | Call both the: Appropriate DEQ Regional Office during business hours: Southwest Regional Office (278) 879-4800 Blue Ridge Regional Office (540) 562-6700 Valley Regional Office (540) 574-7900 Northern Regional Office (703) 583-3600 Piedmont Regional Office (804) 527-5020 Tidewater Regional Office (757) 516-2000, and Virginia Department of Emergency Management at (800) 666-8883 (in-state) or (804) 674-2400 (out-of-state) after business hours or on weekends and holidays |

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Spills – Reporting, Clean Up, Sampling, Disposal



Virginia

| | | | | | | |
|----------|-------------------------------|---------------------|---|--|---|---|
| Virginia | Petroleum from USTs | Into Water | Any release that causes a sheen must be reported within 24 hours of discovery. Any suspected leak must be reported within 24 hours of discovery. | 18 VAC 25-580-130 18 VAC 25-580-220 | Virginia Department of Environmental Quality's Petroleum Storage Tank Program | Call both the: Appropriate DEQ Regional Office during business hours. SAME LIST AS ABOVE |
| Virginia | Petroleum from AGTs | On Land; Into Water | Any release must be immediately reported. | 18 VAC 25-582-210 | Virginia Department of Environmental Quality's Petroleum Storage Tank Program | Call both the: Appropriate DEQ Regional Office during business hours. SAME LIST AS ABOVE |
| Virginia | Hazardous substance from USTs | On Land; Into Water | Any release that equals or exceeds the reportable quantity in 40 CFR 302.4 must be reported within 24 hours. A release less than the reportable quantity that is not contained and cleaned up within 24 hours of discovery must be reported immediately. | 18 VAC 25-582-220 | Virginia Department of Environmental Quality's Petroleum Storage Tank Program | Call both the: Appropriate DEQ Regional Office during business hours. SAME LIST AS ABOVE. Releases equal to or in excess of the reportable quantity must be reported immediately to the National Response Center (800) 624-8802. |

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Spills – Reporting, Clean Up, Sampling, Disposal



| | | | | | | |
|----------|--------------------------------------|---------------------|---|--|--|--|
| Maryland | Hazardous substance | On Land; Into Water | Any release that could threaten human health or the environment outside of the facility or any release that equals or exceeds the reportable quantity in 40 CFR 302.4 must be reported immediately. | COMAR 26.11.02.0 | Maryland Department of the Environment's Office of Emergency Preparedness and Response | Call: The appropriate on scene coordinator for the area or the National Response Center (800) 424-8802. The Maryland Department of the Environment 24-hour hotline (866) 633-4686, and The National Response Center (800) 424-8802. |
| Maryland | Oil from a facility or AGT not a UST | On Land; Into Water | Any release of oil must be reported immediately, but no later than 2 hours after discovery. | COMAR 26.10.01.0 | Maryland Department of the Environment's Office of Emergency Preparedness and Response | Call both: The appropriate on scene coordinator for the area or the National Response Center (800) 424-8802, and The Maryland Department of the Environment 24-hour hotline (866) 633-4686. |
| Maryland | Oil from USTs | On Land; Into Water | Any spill or overflow must be reported within 2 hours of discovery. A suspected spill, release, or discharge must be reported within 2 hours of discovery. | COMAR 26.10.02.0 COMAR 26.10.03.0 | Maryland Department of the Environment's Office of Emergency Preparedness and Response | The Maryland Department of the Environment 24-hour hotline (866) 633-4686. |

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Spills – Reporting, Clean Up, Sampling, Disposal

District of Columbia Spill Reporting

| | | | | | | |
|----------------------|---------------------|---------------------|--|--------------------------------------|--|--|
| District of Columbia | Hazardous substance | On Land, Into Water | Any release must be reported immediately | 20 DCMR §201.5 | District of Columbia Department of Energy and Environment (DOEE) UST Program | DOEE (202) 535-2600 or ust.doe@dc.gov District Fire Chief (202) 727-1614; and District Homeland Security and Emergency Management Agency (202) 727-6161 DOEE (202) 535-2600 or ust.doe@dc.gov |
| | | | Any release that equals or exceeds the reportable quantity in 40 CFR 302.4 must be reported immediately to the National Response Center. | 20 DCMR §201.6 | | District Fire Chief (202) 727-1614; District Homeland Security and Emergency Management Agency (202) 727-6161; and National Response Center (800) 424-8802 |
| District of Columbia | Petroleum from USTs | On Land | Any release that exceeds 25 gallons must be reported within 24 hours of the occurrence. A release less than 25 gallons that is not contained and cleaned up within 24 hours must be reported immediately. | 20 DCMR §201.5-820.1 | DOEE UST Program | DOEE (202) 535-2600 or ust.doe@dc.gov District Fire Chief (202) 727-1614 |
| District of Columbia | | into Water | Any release that causes a sheen on surface water must be reported immediately. | 20 DCMR §201.7 | DOEE UST Program | DOEE (202) 535-2600 or ust.doe@dc.gov District Homeland Security and Emergency Management Agency (202) 727-6161; and National Response Center (800) 424-8802 |

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Spills – Reporting, Clean Up, Sampling, Disposal

- Clean up – Workers need Training!!! Spill kits! Oil dry, spill pads, appropriate for products you have on site.
- Sampling – Did you get it all.
 - Field screening, PID (petroleum products, solvents)
 - Sample at same time for disposal facility. Usually one sample. Usually composite.
- Disposal –
 - Determine how regulated and best choices to contain and transport container size, roll-off, dumptruck, nonhaz.
 - Proper storage and labeling when on site waiting disposal.
 - Keep paperwork.
- GREAT idea to internally track spills... why happening. SPILLS COST MONEY.

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12. The Consequences....

"We don't have time for this environmental stuff..." – Bad Advice

From Virginia Department of Environmental Quality.

In VA, Loudon Co. Sediment Erosion / Stormwater – from a consent order.

6. No Permit for coverage under the General VPDES Permit for Discharges of Stormwater from Construction was issued for this activity before commencement.
7. On June 28, 2024, DEQ stormwater compliance staff conducted an inspection and file review of the Site and observed the following:
 - a. Land disturbing activities occurred at the Site in an area in excess of one acre subject to stormwater runoff.
 - b. An erosion and sediment control plan was not developed for the land disturbing activity.
 - c. Perimeter Controls were not established, allowing track out onto adjacent roads.
 - d. Inlet protection was not properly maintained.
 - e. A SWPPP was not developed.

53



"The Twelve Days of Site Work: My Workers Gave to Me, Environmental Issues I Could Not Foresee!"
WMACSA 2025

What you don't want...

Headlines....



Virginia levies another fine on Mountain Valley Pipeline

- *Before this latest penalty, the DEQ had fined Mountain Valley \$98,500 via such quarterly reviews since the summer of 2023.*

Examples of violations include allowing sediment to enter streams and improperly installing erosion control matting. Individual fines range from \$500 to \$6,500, and **most problems were corrected within a day**, according to DEQ data.

54

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From Maryland Department of the Environment



- **Unnamed company – Montgomery and Prince George’s counties**
- On May 30, 2024, MDE issued two penalty settlements totaling **\$180,731** to resolve alleged violations involving sediment discharges and a failure to install and maintain adequate erosion and sediment controls in 2022 and 2023 at three segments of the *Large Construction Project*. The penalties were paid in full.
- **Unnamed company – Talbot County**
On October 22, 2021, MDE issued a penalty settlement in the amount of **\$35,000** to *Unnamed Corporation*. The penalty resolved alleged **sediment and erosion control and sediment** pollution violations and alleged violations of the general permit for **stormwater associated with construction activity** that occurred in 2021 at the Brant Court construction project. The penalty has been paid in full.



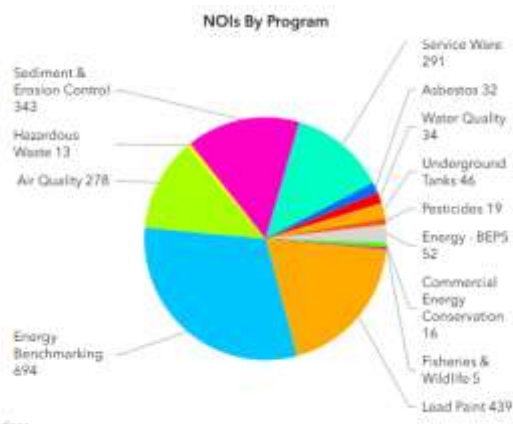
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From DC Department of Energy & Environment.



- Citation Date of Service: October 31, 2017
Failure to use adequate **soil erosion and sediment** control measures to **prevent transportation of sediment** from the site.
\$1,000.00
- Citation Date of Service: October 31, 2017
Failure to **schedule a preconstruction** meeting or field visit with the Department at least three (3) business days before commencement of a land-disturbing activity.
\$500.00
- Citation Date of Service: October 31, 2017
Failure to **stabilize stockpiled** material with mulch, temporary vegetation, hydro-seed, or plastic within fifteen (15) calendar days after last use or addition of material.
\$1,000.00

NOI = Notice of interactions



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WMACSA 2025**

- Now you know what to say when your site workers come to you with environmental concerns!!



BAY ASSOCIATES ENVIRONMENTAL, INC.

CALL / EMAIL US WITH QUESTIONS !!!

OR FOR MORE INFO ON SPECIFIC TOPICS.

| | | |
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