

REFERENCE GUIDE: SAFETY EYEWEAR

OSHA REGULATION 1910.132

PPE GENERAL REQUIREMENTS

GENERAL INFORMATION

Below is general information about the issuing body, the regulation itself as well as the most recent versions of the relevant regulations.

OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION (OSHA)

Governmental agency designed to assure comprehensive safety and health of America's workers.

Sets/Enforces protective regulations; provides technical/consultative training, outreach and education. OSHA and its state partners' principal activities include workplace inspections, plus technical and support personnel.

Most working individuals come under OSHA's jurisdiction (with some exceptions such as miners, transportation workers, many public employees, and the self-employed): 29 CFR 1910 - General Industry (all workplaces except the following); 29 CFR 1926 - Construction Industry; 29 CFR 1915 - Maritime Industry; 29 CFR 1928 - Agriculture Industry; 29 CFR 1918 - Longshoring Industry.

CURRENT VERSIONS

OSHA Regulation 29 CFR 1910.132
PPE General Requirements (*Updated 2007*)

OSHA Regulation 29 CFR 1910.133
PPE Eye & Face Requirements (*Updated 1996*)

Current versions of the regulations can be found on the U.S. Department of Labor OSHA website www.osha.gov.

[39 FR 23502, June 27, 1974, as amended at 59 FR 16334, April 6, 1994; 59 FR 33910, July 1, 1994; 59 FR 34580, July 6, 1994; 72 FR 64428, Nov. 15, 2007]

WARNING: This reference guide provides only an overview and is not intended to be used as a replacement for the specifications/standards shown. Honeywell Safety Products recommends all users of its products thoroughly read and understand the actual applicable specifications/standards when determining appropriate personal protection equipment to be used in a particular work environment.

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At Honeywell Safety Products, makers of Uvex® safety eyewear, we understand that building a culture of safety is essential to maintaining a safe workplace. We're committed to helping you create a safe organization with educational resources and tools.

This reference guide will provide you with a better understanding of Occupational Health and Safety Administration (OSHA) regulations as they relate to PPE (Personal Protection Equipment) and safety eyewear.

REFERENCE GUIDE: SAFETY EYEWEAR - OSHA REGULATION 1910.132

OUTLINE

- 1910.132 (a) Application
- 1910.132 (b) Employee-Owned Equipment
- 1910.132 (c) Design
- 1910.132 (d) Hazard Assessment & Equipment
- 1910.132 (e) Defective & Damaged Equipment
- 1910.132 (f) Training
- 1910.132 (g) Applicability
- 1910.132 (h) Payment for PPE

BRIEF EXCERPT

- 1910.132 (a) Application
 - PPE shall be provided, used and maintained**
 - Hazards of process or environment, chemical hazards, radiological hazards or mechanical irritants**
 - Injury or impairment through absorption, inhalation or physical contact**
- 1910.132 (b) Employee-Owned Equipment
 - Employer responsible for assuring adequacy of employee-owned equipment**
- 1910.132 (c) Design
 - PPE should be of safe design and construction for work performed**
- 1910.132 (d) Hazard Assessment & Equipment
 - Employer shall assess workplace for hazards (present or likely to be present)**
 - Select PPE for identified hazards**
 - Communicate selection decisions**
 - Select properly fitting PPE for affected employees**
 - Verify required workplace hazard assessment has been performed through written certification**
- 1910.132 (e) Defective & Damaged Equipment
 - Defective/damaged PPE shall not be used**
- 1910.132 (f) Training
 - Employer shall provide PPE training**
- 1910.132 (h) Payment for PPE
 - Employer shall provide PPE at no cost to employees**
 - Some exceptions apply including specific items, if intentionally lost/damaged or if employee provides own**
 - Effective February 2008 — Must have implemented PPE payment requirements no later than May 15, 2008**

DETAILED OVERVIEW

- 1910.132 (a) Application

Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.
- 1910.132 (c) Design

All personal protective equipment shall be of safe design and construction for the work to be performed.
- 1910.132 (d) Hazard Assessment & Equipment

1910.132(d)(1) The employer shall assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). If such hazards are present, or likely to be present, the employer shall: 1910.132(d)(1)(i) Select, and have each affected employee use, the types of PPE that will protect the affected employee from the hazards identified in the hazard assessment; 1910.132(d)(1)(ii) Communicate selection decisions to each affected employee; and, 1910.132(d)(1)(iii) Select PPE that properly fits each affected employee. Note: Non-mandatory Appendix B contains an example of procedures that would comply with the requirement for a hazard assessment. 1910.132(d)(2) The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.
- 1910.132 (e) Defective & Damaged Equipment

Defective or damaged personal protective equipment shall not be used.
- 1910.132 (g) Applicability

Paragraphs (d) and (f) of this section apply only to 1910.133 (PPE Eye & Face Requirements,) 1910.135, 1910.136, and 1910.138. Paragraphs (d) and (f) of this section do not apply to 1910.134 and 1910.137.

DETAILED OVERVIEW (cont.)

- 1910.132 (b) Employee-Owned Equipment

Where employees provide their own protective equipment, the employer shall be responsible to assure its adequacy, including proper maintenance, and sanitation of such equipment.
- 1910.132 (f) Training

1910.132(f)(1) The employer shall provide training to each employee who is required by this section to use PPE. Each such employee shall be trained to know at least the following: 1910.132(f)(1)(i) When PPE is necessary; 1910.132(f)(1)(ii) What PPE is necessary; 1910.132(f)(1)(iii) How to properly don, doff, adjust, and wear PPE; 1910.132(f)(1)(iv) The limitations of the PPE; and, 1910.132(f)(1)(v) The proper care, maintenance, useful life and disposal of the PPE. 1910.132(f)(2) Each affected employee shall demonstrate an understanding of the training specified in paragraph (f)(1) of this section, and the ability to use PPE properly, before being allowed to perform work requiring the use of PPE. 1910.132(f)(3) When the employer has reason to believe that any affected employee who has already been trained does not have the understanding and skill required by paragraph (f)(2) of this section, the employer shall retrain each such employee. Circumstances where retraining is required include, but are not limited to, situations where: 1910.132(f)(3)(i) Changes in the workplace render previous training obsolete; or 1910.132(f)(3)(ii) Changes in the types of PPE to be used render previous training obsolete; or 1910.132(f)(3)(iii) Inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill. 1910.132(f)(4) The employer shall verify that each affected employee has received and understood the required training through a written certification that contains the name of each employee trained, the date(s) of training, and that identifies the subject of the certification.
- 1910.132 (h) Payment for PPE

1910.132(h)(1) Except as provided by paragraphs (h)(2) through (h)(6) of this section, the protective equipment, including personal protective equipment (PPE), used to comply with this part, shall be provided by the employer at no cost to employees. 1910.132(h)(2) The employer is not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, provided that the employer permits such items to be worn off the job-site. 1910.132(h)(3) When the employer provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer is not required to reimburse the employee for the shoes or boots. 1910.132(h)(4) The employer is not required to pay for: 1910.132(h)(4)(i) The logging boots required by 29 CFR 1910.266(d)(1)(v); 1910.132(h)(4)(ii) Everyday clothing, such as long-sleeve shirts, long pants, street shoes, and normal work boots; or 1910.132(h)(4)(iii) Ordinary clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen. 1910.132(h)(5) The employer must pay for replacement PPE, except when the employee has lost or intentionally damaged the PPE. 1910.132(h)(6) Where an employee provides adequate protective equipment he or she owns pursuant to paragraph (b) of this section, the employer may allow the employee to use it and is not required to reimburse the employee for that equipment. The employer shall not require an employee to provide or pay for his or her own PPE, unless the PPE is excepted by paragraphs (h)(2) through (h)(5) of this section. 1910.132(h)(7) This paragraph (h) became effective on February 13, 2008. Employers must have implemented the PPE payment requirements no later than May 15, 2008.

Note to § 1910.132(h): When the provisions of another OSHA standard specify whether or not the employer must pay for specific equipment, the payment provisions of that standard shall prevail.