



Town Hall Drywall, Inc.

3720 Skypark Drive, Torrance, CA 90505

Tel (310) 991-4462 · Fax (310) 378-1931

CA License No. 1017723

Personal Protective Equipment

Town Hall Drywall

Protect your employees from workplace hazards.
(T8CCR) section 3880

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use.

Personal Protective Equipment

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NOTE: The use of PPE alone should not be relied on to provide protection against hazards. Engineering controls and/or administrative controls must be utilized first or with PPE.

Requirements of the Standard

The employer must perform a hazard assessment of the workplace to determine if hazards are present, which require the use of personal protective equipment (PPE). If such hazards are present, or likely to be present, the employer shall:

- Select, provide, and require the use of appropriate PPE for each affected employee.
- Communicate PPE selection decisions to each affected employee.
- Select and provide PPE that properly fits each affected employee.
- Conduct and document appropriate employee training.

In the past there has been confusion concerning whether employers or employees must pay for required PPE. OSHA has made it clear that failure of an employer to pay for personal protective equipment that is not commonly used by the employee away from the job is a violation. Examples of personal protective equipment that may be provided by employees include non-specialty safety glasses, safety shoes, and cold weather outerwear such as that worn by construction workers. However, shoes or outerwear subject to contamination by carcinogens or other toxic or hazardous substances, which cannot be safely worn off-site, must be paid by the employer. (Reference OSHA Compliance memorandum dated October 18, 1994 and Occupational Safety and Health Reporter 10/26/94, Pg. 1151).

Examples of equipment required to be provided by employers include but are not limited to:

- Welding or wire mesh gloves;
- Respirators;
- Hardhats;
- Specialty glasses and goggles such as those used for laser and ultraviolet radiation protection;
- Specialty foot protection such as metatarsal shoes and lineman's shoes with built-in gaffs [such as those used for climbing];
- Face shields;
- Rubber gloves, blankets, cover-ups; and
- Hot sticks and other live-line tools used by power generation workers.

PPE Selection

Eye & Face Protection

Employees must use appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids, or caustic liquids, chemical gases or vapors, or potentially injurious light radiation. Requirements for side protection, prescription lenses, filter lenses, and identification of the manufacturer are outlined in the standard. Protective eye and face devices purchased after July 5, 1994 must comply with ANSI Z87.1-1989 or be demonstrated to be equally effective. Devices purchased before that date must comply with ANSI Z87.1-1968 or be equally effective.

Respiratory Protection

Employers must select and require the use of appropriate respirators in areas where employees are exposed to inhalation hazards in excess of the established exposure limits. Inhalation hazards may consist of exposure to gases, vapors, dusts, mists, fumes or fibers. All respirator usage shall be in accordance with the employer's Respiratory Protection Program and ANSI Z88.2-1969 (Standard Practice for Respiratory Protection).

Head Protection

Employees must wear protective helmets when working in areas where there is a potential for injury to the head from falling objects. Protective helmets designed to reduce electrical shock hazards shall be worn by each such affected employee when near exposed electrical conductors which could contact the head. Protective helmets purchased after July 5, 1994 shall comply with ANSI Z89.1-1986 or be equally effective. Helmets purchased before that date shall comply with ANSI Z89.1-1969 or be equally effective.

Foot Protection

Employees must wear protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, or where employees' feet are exposed to electrical hazards. Protective footwear purchased after July 5, 1994 must comply with ANSI Z41-1991 or be equally effective. Protective footwear purchased before that date must comply with ANSI Z41.1-1967 or be equally effective.

Hand Protection

Employers must select and require employees to use appropriate hand protection when employees' hands are exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasions; punctures; chemical burns; thermal burns and harmful temperature extremes. Employers shall base the selection of the appropriate hand protection on evaluation of the performance characteristics of the hand protection relative to the tasks to be performed, conditions present, duration of use and the hazards and potential hazards identified.

Employee Training

The employer must provide the equipment to employees and train them in its proper use. At a minimum, each employee using PPE must know:

- When PPE is necessary
- What PPE is necessary and which PPE has been selected for each process the employee operates
- How to properly put on, take off, adjust and wear PPE
- The limitations of the PPE
- How to determine if PPE is no longer effective or is damaged
- How to get replacement PPE
- How to properly care for, maintain, store, and dispose of PPE

After employees have been trained, periodic assessment of the process/equipment should be conducted to ensure that the PPE is adequate, and training is appropriate. Retraining of employees is required whenever:

- Changes in the workplace render the previous training obsolete
- Changes in the type of PPE render previous training obsolete
- Employer observed inadequacies in an employees' knowledge or use of assigned PPE indicates that
- an employee has not retained the necessary understanding or skill

Employers must verify that each employee who is required to use PPE has received and understood the required training. This must be accomplished via a written certification of training.