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## **296-800-160**

### **Summary.**

Your responsibility: To make sure that your employees have, use, and care for the appropriate personal protective equipment (PPE).

PPE is an item or items used to protect the eyes, face, head, body, arms, hands, legs, and feet such as goggles, helmets, head covers, gloves, rubber slickers, disposable coveralls, safety shoes, protective shields, and barriers.

You must:

Do a hazard assessment for PPE.

WAC [296-800-16005](#).

Document your hazard assessment for PPE.

WAC [296-800-16010](#).

Select appropriate PPE for your employees.

WAC [296-800-16015](#).

Provide PPE to your employees.

WAC [296-800-16020](#).

Train your employees to use PPE.

WAC [296-800-16025](#).

Retrain employees to use PPE, if necessary.

WAC [296-800-16030](#).

Document PPE training.

WAC [296-800-16035](#).

Require your employees to use necessary PPE on the job.

WAC [296-800-16040](#).

Keep your PPE safe and in good condition.

WAC [296-800-16045](#).

Make sure your employees use appropriate face and eye protection.

WAC [296-800-16050](#).

Make sure your employees use appropriate head protection.

WAC [296-800-16055](#).

Make sure your employees use appropriate foot protection.

WAC [296-800-16060](#).

Make sure your employees use appropriate hand protection.

WAC [296-800-16065](#).

Make sure your employees are protected from drowning.

**WAC [296-800-16070](#).**

Exemption: • WAC [296-800-16015](#), [296-800-16025](#), [296-800-16030](#), and [296-800-16035](#) do not apply to electrical protective equipment or respiratory protection. See chapters [296-24](#) WAC, Part L and chapter [296-842](#) WAC, for rules about these types of protective equipment.

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#). WSR 05-03-093, § 296-800-160, filed 1/18/05, effective 3/1/05. Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-23-060, § 296-800-160, filed 11/20/01, effective 12/1/01; WSR 01-11-038, § 296-800-160, filed 5/9/01, effective 9/1/01.]

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**296-800-16002**

**Compliance duties owed to each employee.**

(1) Personal protective equipment. Standards in this part requiring the employer to provide personal protective equipment (PPE), including respirators and other types of PPE, because of hazards to employees impose a separate compliance duty with respect to each employee covered by the requirement. The employer must provide PPE to each employee required to use the PPE, and each failure to provide PPE to an employee may be considered a separate violation.

(2) Training. Standards in this part requiring training on hazards and related matters, such as standards requiring that employees receive training or that the employer train employees, provide training to employees, or institute or implement a training program, impose a separate compliance duty with respect to each employee covered by the requirement. The employer must train each affected employee in the manner required by the standard, and each failure to train an employee may be considered a separate violation.

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#). WSR 09-15-145, § 296-800-16002, filed 7/21/09, effective 9/1/09.]

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**296-800-16005**

**Do a hazard assessment for PPE.**

You must:

• Look for and identify hazards or potential hazards in your workplace and determine if PPE is necessary on the job.

Note: PPE alone should not be relied on to provide protection for your employees. PPE should be used after all other reasonable means of reducing hazards have been carried out. Identifying hazards in your workplace should be built into your regular routine. You should take active steps to get rid of all identified hazards. For example, you can:

- Consider other ways to get hazardous jobs done.
- Reduce hazardous materials or processes.
- Apply engineering controls to reduce or eliminate hazards.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16005, filed 5/9/01, effective 9/1/01.]

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**296-800-16010**

**Document your hazard assessment for PPE.**

You must:

• Verify that a hazard assessment for PPE has been done at your workplace and complete a written certification (paper or electronic format) that includes the:  
– Name of the workplace

- Address of the workplace you inspected for hazards
- Name of person certifying that a workplace hazard assessment was done
- Date(s) the workplace hazard assessment was done
- Statement identifying the document as the certification of hazard assessment for PPE for the workplace

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16010, filed 5/9/01, effective 9/1/01.]

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## **296-800-16015**

### **Select appropriate PPE for your employees.**

You must:

(1) Select appropriate PPE.

- Select appropriate PPE for your employees if hazards are present, or likely to be present.
- Select PPE for each at-risk employee to use for protection from the hazards identified in your workplace hazard assessment.

(2) Select PPE that properly fits each at-risk employee.

Note: The hazards in your workplace have special rules that apply to them.  
For information about PPE for specific workplaces, see these WISHA rule books:

Construction Work	Chapter <a href="#">296-155</a> WAC
Electrical Workers	Chapter <a href="#">296-45</a> WAC
Firefighters	Chapter <a href="#">296-305</a> WAC
General Occupational Health Standards	Chapter <a href="#">296-62</a> WAC
General Safety and Health Standards	Chapter <a href="#">296-24</a> WAC
Logging Operations	Chapter <a href="#">296-54</a> WAC
Pulp, Paper and Paper Board Mills and Converters	Chapter <a href="#">296-79</a> WAC
Ship Repairing, Ship Building and Shipbreaking	Chapter <a href="#">296-304</a> WAC
Ski Area Facilities and Operations	Chapter <a href="#">296-59</a> WAC
Telecommunication	Chapter <a href="#">296-32</a> WAC
Textile Industry	Chapter <a href="#">296-301</a> WAC

- Note: For help in selecting PPE for your employees, you have several options. You may:
- Visit the OSHA web site <http://www.osha-slc.gov/SLTC/personalprotectiveequipment/index.html>.
  - Call 1-800-4BE SAFE ( [1-800-423-7233](#)) for guidelines for selecting PPE.
  - Consult with safety and health professionals knowledgeable in this area. See resource section for links to professional organizations.
  - Discuss PPE choices with your employees.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-23-060, § 296-800-16015, filed 11/20/01, effective 12/1/01; WSR 01-11-038, § 296-800-16015, filed 5/9/01, effective 9/1/01.]

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## **296-800-16020**

### **Provide PPE to your employees.**

You must provide PPE at no cost to employees if the PPE is:

- The type that would not reasonably or normally be worn away from the workplace, such as single use or disposable PPE.
- Required to comply with a safety and health standard to protect employees wherever hazards exist from:
  - Processes
  - Environmental hazards
  - Physical, chemical, or radiological hazards or
  - Mechanical irritants that could cause injury or impairment to the function of any body part through absorption, inhalation, or physical contact.

Table-X: Employer Responsibility for Providing PPE		
*This table provides examples only and is not all-inclusive.		
Part of Body	PPE employers are required to provide at no cost to employees.	Items in which employer payment is not required.
<b>Head</b>	Bump caps. Hard hat. Nonconductive head protection.	—
<b>Eye and Face</b>	Face shields. Goggles. Laser safety goggles. Nonprescription eye protection. Prescription eyewear inserts/lenses for full-face respirators. Welding and diving helmets.	Nonspecialty prescription safety eyewear.
<b>Ear</b>	Hearing protection.	—
<b>Hand/Arm</b>	Aluminized gloves. Barrier creams (unless used solely for weather-related protection). Chemical resistant gloves/aprons/clothing. Mesh cut proof gloves. Mesh or leather aprons. Nonspecialty gloves if required to protect from dermatitis, severe cuts, or abrasions. Rubber insulating gloves. Rubber sleeves.	Hand protection used only for keeping clean or for cold weather with no safety or health consideration.
<b>Foot</b>	Metatarsal foot protection. Rubber boots with steel toes. Shoe covers - Toe caps and metatarsal guards. Special boots for longshoremen working logs.	Nonspecialty safety-toe protective footwear such as steel-toe shoes or boots. Sturdy work shoes. Lineman's boots. Logging boots required under

		chapter <a href="#">296-54</a> WAC.
<b>Other</b>	<p>Atmosphere-supplying respirators (escape only).</p> <p>Climbing ensembles used by linemen such as belts and climbing hooks.</p> <p>Level A - Fully encapsulated chemical protective suits.</p> <p>Level B - Chemical protective clothing.</p> <p>Personal fall arrest systems.</p> <p>Personal fall restraint systems.</p> <p>Firefighting PPE (helmet, gloves, boots, proximity suits, full gear).</p> <p>Ladder safety device belts.</p> <p>Personal floatation devices (life jackets).</p> <p>Class II or III high visibility garments that meet ANSI 107-2004 specifications.</p> <p>Respiratory protection. SCBA (self-contained breathing apparatus).</p> <p>Welding PPE.</p> <p>Window cleaner's safety straps.</p> <p>Items such as aprons, lab coats, goggles, disposable gloves, shoe covers, etc., used in medical/ laboratory settings to protect from exposure to infectious agents.</p>	<p>Long sleeve shirts.</p> <p>Long pants.</p> <p>Ordinary cold weather gear (coats, parkas, cold weather gloves, winter boots).</p> <p>Ordinary rain gear.</p> <p>Dust mask/respirators used under the voluntary use provisions in chapter <a href="#">296-842</a> WAC.</p> <p>Back belts.</p> <p>Sunglasses.</p> <p>Sunscreen.</p>

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#). WSR 09-05-071, § 296-800-16020, filed 2/17/09, effective 4/1/09. Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-23-060, § 296-800-16020, filed 11/20/01, effective 12/1/01; WSR 01-11-038, § 296-800-16020, filed 5/9/01, effective 9/1/01.]

## **296-800-16025**

### **Train your employees to use PPE.**

You must:

- Communicate your PPE selection decision to each at-risk employee.
- Provide training to each employee who is required to use PPE on the job. Each affected employee must be trained to know at least the following:

- When PPE is necessary
- What PPE is necessary
- How to put on, take off, adjust, and wear PPE
- Limitations of PPE
- Proper care, maintenance, useful life, and disposal of PPE.
- Make sure before an employee is allowed to perform work requiring the use of PPE that the employee can:
  - Demonstrate an understanding of the training specified above; and
  - Demonstrate the ability to use PPE properly.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-23-060, § 296-800-16025, filed 11/20/01, effective 12/1/01; WSR 01-11-038, § 296-800-16025, filed 5/9/01, effective 9/1/01.]

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### **296-800-16030**

#### **Retrain employees to use PPE, if necessary.**

You must:

- Retrain an employee when you have reason to believe the understanding, motivation, and skills required to use the PPE has not been retained. Circumstances where retraining is required include:
  - Changes in the workplace that make previous training out of date.
  - Changes in the types of PPE to be used make previous training out of date.
  - Work habits or demonstrated knowledge indicate that the employee has not retained the necessary understanding, skill, or motivation to use PPE.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16030, filed 5/9/01, effective 9/1/01.]

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### **296-800-16035**

#### **Document PPE training.**

You must:

- Document in writing that each employee using PPE has received and understood the required training. This documentation must include:
  - Name of each employee
  - Date(s) of training
  - Subject of the training

Note: Documentation may be stored on a computer as long as it is available to safety and health personnel from the department of labor and industries.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16035, filed 5/9/01, effective 9/1/01.]

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### **296-800-16040**

#### **Require your employees to use necessary PPE on the job.**

You must:

- Require your employees to use necessary PPE on the job.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16040, filed 5/9/01,

effective 9/1/01.]

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### **296-800-16045**

#### **Keep PPE in safe and good condition.**

You must:

- Make sure all PPE is safe for the work to be performed. It must:
  - Be durable.
  - Fit snugly.
  - Not interfere with the employee's movements.
- Make sure PPE is used and maintained in a clean and reliable condition.
  - Defective equipment **MUST NOT** be used.
- Make sure if employees provide their own PPE, that it is adequate for the workplace hazards, and maintained in a clean and reliable condition.

[Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16045, filed 5/9/01, effective 9/1/01.]

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### **296-800-16050**

#### **Make sure your employees use appropriate eye and face protection.**

You must:

- Make sure that employees exposed to hazards that could injure their eyes and/or face use appropriate protection. Examples of these hazards include:
  - Flying particles.
  - Molten metal.
  - Liquid chemicals.
  - Acids or caustic liquids.
  - Chemical gases or vapors.
  - Any light that could injure the eyes such as lasers, ultraviolet, or infrared light.
  - Objects that puncture.
- Make sure employees exposed to hazards from flying objects have eye protection with side protection, such as safety glasses with clip-on or slide-on side shields.
- Make sure eye protection for employees who wear prescription lenses:
  - Incorporates the prescription into the design of the eye protection; or
  - Is large enough to be worn over the prescription lenses without disturbing them.
- Make sure PPE used to protect the eyes and face meet the specifics of either the 1989 version, the 1998 revision, or the 2003 version of ANSI Z87.1, American National Standard Practice for Occupational and Education Eye and Face Protection.

Other protective eye and face protection devices may be used if the employer demonstrates that they are at least as effective as those constructed in accordance with one of the above consensus standards.

Note: ANSI is the American National Standards Institute that publishes nationally recognized safety and health requirements. Their address is:  
ANSI (American National Standards Institute)  
1819 L Street NW  
Washington, DC 20036  
Phone: (202) 293-8020  
Fax: (202) 293-9287  
<http://www.ansi.org>

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#), and chapter [49.17](#) RCW. WSR 10-09-088, §

296-800-16050, filed 4/20/10, effective 6/1/10. Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 02-16-047, § 296-800-16050, filed 8/1/02, effective 10/1/02; WSR 01-23-060, § 296-800-16050, filed 11/20/01, effective 12/1/01; WSR 01-11-038, § 296-800-16050, filed 5/9/01, effective 9/1/01.]

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### **296-800-16055**

#### **Make sure your employees use appropriate head protection.**

You must:

(1) Make sure employees wear appropriate protective helmets.

- Where employees are exposed to hazards that could cause a head injury. Examples of this type of hazard include:

- Flying or propelled objects.

- Falling objects or materials.

- Where employees are working around or under scaffolds or other overhead structures.

- That helmets meet the specifications of either the 1997 or 2003 version of ANSI Z89.1, American National Standard for Industrial Head Protection, or the 1986 version of ANSI Z89.1, American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements.

- You may use protective helmets that do not meet these ANSI standards if you can demonstrate that they are equally effective as those constructed in accordance with the above ANSIs.

(2) Make sure employees working near exposed electrical conductors that could contact their head wear a protective helmet designed (that meet the above ANSI standards) to reduce electrical shock hazard.

- Caps with metal buttons or metal visors must **not** be worn around electrical hazards.

(3) Make sure employees working around machinery or in locations that present a hair-catching or fire hazard wear caps or head coverings that completely cover their hair.

- Employees must wear a hair net that controls all loose ends when:

- Hair is as long as the radius of pressure rolls with exposed in-running nip points.

- Hair is twice as long as the circumference of exposed revolving shafts or tools in fixed machines.

- Employees must wear a hair covering of solid material when:

- The employee is exposed to an ignition source and may run into an area containing class-1 flammable liquids, such as ether, benzene, or combustible atmospheres if their hair is on fire.

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#), and chapter [49.17](#) RCW. WSR 10-09-088, § 296-800-16055, filed 4/20/10, effective 6/1/10. Statutory Authority: RCW [49.17.010](#), [49.17].040, and [49.17].050. WSR 01-11-038, § 296-800-16055, filed 5/9/01, effective 9/1/01.]

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### **296-800-16060**

#### **Make sure your employees use appropriate foot protection.**

You must:

(1) Use appropriate foot protection.

- Where employees are exposed to hazards that could injure their feet. Examples of these hazards are:

- Falling objects

- Rolling objects

- Piercing/cutting injuries

- Electrical hazards

- That meets the specifications of one of the following consensus standards:

- ASTM F-2412-2005, Standard Test Methods for Foot Protection, and ASTM F-2413-2005, Standard Specification for Performance Requirements for Protective Footwear.

- ANSI Z41-1999, American National Standard for Personal Protection—Protective Footwear.



- ANSI Z41-1991, American National Standard for Personal Protection—Protective Footwear.
    - Protective footwear that does not meet these standards may be used if you demonstrate that it is equally effective as that constructed in accordance with one of the above consensus standards.
- (2) Make sure your employees wear calks or other suitable footwear to protect against slipping while they are working on top of logs.

[Statutory Authority: RCW [49.17.010](#), [49.17.040](#), [49.17.050](#), [49.17.060](#), and chapter [49.17](#) RCW. WSR 10-09-088, § 296-800-16060, filed 4/20/10, effective 6/1/10. Statutory Authority: RCW [49.17.010](#), [\[49.17\].040](#), and [\[49.17\].050](#). WSR 01-11-038, § 296-800-16060, filed 5/9/01, effective 9/1/01.]

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## **296-800-16065**

### **Make sure your employees use appropriate hand protection.**

You must:

- Make sure employees exposed to hazards that could injure their hands use appropriate hand protection.

Examples of these hazards include:

- Absorbing harmful substances
- Severe cuts, lacerations or abrasions
- Punctures
- Chemical burns and/or thermal burns
- Harmful temperature extremes

• Make sure when choosing hand protection, you consider how well the hand protection performs relative to the:

- Task
- Conditions present
- Duration of use
- Hazards
- Potential hazards

[Statutory Authority: RCW [49.17.010](#), [\[49.17\].040](#), and [\[49.17\].050](#). WSR 01-11-038, § 296-800-16065, filed 5/9/01, effective 9/1/01.]