

Personal Protection Equipment Field Training

OSHA tells us in 1926.95 that the employer must ensure personal protective equipment is worn when it is necessary by reason of hazards identified in the workplace. These include eye protection, face protection, head protection, specialty protective clothing, specialty gloves, respiratory devices, footwear, and other shields. They also tell the employer that it must be worn properly, kept in sanitary condition, and of proper safe design.

All PPE must be paid for by the employer and supplied at no cost to the employee **except**, non-specialty safety toe footwear (typical steel toe shoes and boots), long sleeve shirts, long pants, shoes, and other normal clothing, coats, gloves, parkas, rubber boots, hats, raincoats sunglasses, and sun creams.

An employer may allow an employee to wear safety PPE that is supplied by the employee if the employee would rather use his own and the employer wants to allow it. The employer is not required to reimburse the employee for that equipment. But, the employer is responsible for the quality and appropriate type. Also, the employer is responsible for inspecting and ensuring the PPE is in the proper condition.

Policy

We have adopted a company policy that requires every employee to wear a hardhat, safety vest (type 2 daytime – type 3 evening), steel toe boots/shoes, and safety glasses. These must be worn on our projects at all times. Additional items such as face shields, ear plugs, dust masks, goggles, rubber gloves, rubber boots, and others must be used as the work conditions change and hazards are identified. Identification of specific PPE must be addressed in the morning JSA.

We supply our employees with hardhats, safety vests, safety glasses, face shields, ear plugs, rubber boots, and other specialty items at no cost to the employee.

The employee must supply his own steel toe shoes/boots, prescription glasses, and typical clothing. All items supplied by the employee, must meet OSHA regulations.

All employees are instructed on how to properly use, care for, and maintain their PPE.

All sub-contractor employees are required by contract to follow our PPE policy.

Steel Toe Work Boots/Shoes

OSHA requires in 1926.96 (Occupational Foot Protection), that all safety toe footwear shall meet the requirements and specifications found in the American National Standards for men's safety toe footwear, Z41.1-1967.

We recommend wearing high-top lace up style boots because they provide better ankle support, but that is not a requirement. Pull on boots or leather heavy duty work shoes with steel toe reinforcement is acceptable. No tennis type shoes will be allowed, they do not offer proper nail puncture side protection.

Rubber Boots

Anyone working in wet concrete mix will be required to wear rubber boots. Rubber boots will protect your feet from lime and cement burns. If lime or cement enters your boot or shoe remove them immediately and wash the skin with soap and water. Do not put the shoe or boot on until the chemical has been removed.

Eye Protection

OSHA requires in 1926.102, eye and face protection when employees are exposed to eye/face hazards from flying particles, molten metal, liquid chemicals or caustic chemicals, chemical gases or vapors, or potentially injurious light radiation.

Eye protection must meet ANSI Z87.1-2003 standards.

Employees that wear prescription lenses must wear eye protection that incorporates the prescription in its design, or wear side shields, or use safety eye wear that covers the glasses and offers side protection. Prescription eye wear will not be paid for by Haas-Anderson Construction. Side shields will be provided as needed at no cost.

We require all employees to wear safety eye protection at all times when on our construction projects. This policy extends to visitors and sub-contractors. Safety glasses are provided by the company at no charge to the employee. Dark and clear glasses are provided and should be used as required.

Face Shields will be provided as required at no cost to employees. These shields must be worn when grinding, using quickie saws, and handling the hose on a pump truck. Other circumstances may require shields and they can be picked up at the office.

Goggles should be used when dealing with splash hazards and will be supplied at no cost to the employee.

In all cases, specific face and eye hazards should be identified in the morning JSA meeting.

Head Protection

Hardhats must be worn at all times while on our projects, this includes visitors and sub-contractors. Safety hard hats must meet the ANSI Z89.1 standard. Hard hats must be worn as they are designed. Some can be worn with the brim to the front only, some can be turned with the brim to the back. Inside the hard hat is a mark that tells you if it can be turned around.

Ball caps must never be worn under a hardhat. Specially designed liners can be used during winter if they allow the hat to set properly on the head.

Hardhats must be replaced if they have any defect to the shell or headgear inside. We provide hardhats to our employees at no charge.

Employees are allowed to wear personal hardhats not supplied by the employer. Employers are required to ensure they meet the ANSI Z89.1 requirement and that they are in good condition. OSHA tells us it is the employer's responsibility to ensure the employee provided PPE is adequate.

Safety Vest

We require all employees, including sub-contractors and visitors to wear safety vests. Safety vest colors can be safety orange, safety green, or a combination. All vests must meet the OSHA requirements of a Type 2 or Type 3 safety vest.

Type 2 vests are designed for daytime use, type 3 vests are required for after dark use or in times of limited visibility (fog). These are available at no cost to the employee.

All vests must be zipped up to meet the OSHA regulations. If you are wearing a vest and it is not zipped up it does not meet OSHA requirements.

Vests must be clean and undamaged so the reflective material can work properly.

Employees may wear a privately supplied safety vest as long as it has a tag indicating it meets the requirements of a Type 2 vest (daytime).

Hearing Protection

All employees are encouraged to wear ear/hearing protection. Ear plugs are supplied at no cost to the employee and are available in the office. We are constantly testing for sound exposure, ensuring we meet the OSHA recommendations. All of our equipment and tools meet the exposure requirements for not requiring hearing protection, but it is still recommended.

OSHA requires that anyone working where the noise exposure equals or exceeds an eight-hour time weighted average of 85 decibels will be required to wear hearing protection.

Hearing protection or ear plugs must be replaced often so they stay clean and operable.

Clothing Requirements

Long pants and shirts that have a sleeve are required. Short sleeve or long sleeve shirts are allowed but shirts without sleeves are not allowed. This rule applies to employees, visitors, and sub-contractors on our jobsites. Fire retardant (FRP) materials are not required.

Short pants or shorts are not allowed.

Gloves

Gloves should be worn when performing duties that could harm or injure the hand or fingers. Rubber gloves should be worn when handling chemicals such as muriatic acid.

Hot oil gloves (heavy black rubber gloves) should be worn while working with hot oils such as when working with the distributor truck spray wand.

Rubber gloves and hot oil gloves are available at no cost from Haas-Anderson supervisors or the office.

Respirators

Extensive testing has shown that our work typically does not generate enough silica material to require respirators. We have done hundreds of base line tests to ensure our employees are safe and we conform to the OSHA silica standards.

Employees are allowed to use dust masks (which are considered by OSHA to be respirators) on a voluntary basis. You may use one of ours or supply your own. Remember it is strictly voluntary and is not required by the work we perform. You must be trained and understand OSHA Appendix D.

Welding Protection

When welding, always wear long sleeve flame resistant clothing. Proper eye protection should be selected for welding or cutting. Heat resistant gloves should be used to protect the hand and fingers.

Ensure those around you are also protected. Welding protection may be needed by anyone in your area if they are exposed to the arc light.

Fall Protection

Keep your PPE items in a clean sanitary condition

PPE items are never to be shared. All items should be cleaned and sanitized as necessary. Soap and water work well for most all PPE items. Hardhats, safety glasses and vests can all be washed. If your PPE is not in good, clean, sanitary condition it must be replaced.

Sizing of PPE

Wearing items that do not fit properly can be dangerous.

Hardhats are adjustable and are generally sold as one size fits all. They must be adjusted to fit your head. Always ensure the support liner inside is in good working order, is clean and properly adjusted.

Safety Vests come in medium, large, X-large, 2x, 3x, 4x and in special cases we can order larger vests. They must be fit properly so that the reflective stripes can be seen as they are designed. The zipper or closure material must work properly. If they are not zipped up, they are not considered a safety vest. Keep them clean so they work properly.

Safety glasses typically are one size fits all. If for some reason you require a special size let us know. If the glasses are dirty or scratched, they need to be replaced. You must have clear visibility.

Discarding old worn or defective PPE

Don't leave your old worn out or dirty PPE in the company truck. Throw it away properly. It should be in a trash can somewhere and not on the ground at the jobsite or in the truck.

Hazard Assessments or JSA's

The nature of our work does not indicate PPE beyond the typical items supplied but all work duties should be reviewed for hazards. Review your work duties during the morning JSA meeting and identify any specific PPE items that will be necessary. The supervisor must immediately supply and PPE not at the jobsite.

Several areas of work will require task specific PPE items, such as fall protection and Coast Guard approved buoyant vests (when working over or near water). This specialized equipment will be covered in depth during that training required by OSHA.