

News You Can Use



Beyond Insurance

OSHA REQUIRES EMPLOYER PAYMENT FOR PERSONAL PROTECTIVE EQUIPMENT

On November 14, 2007, OSHA announced the long awaited rule requiring employers to pay for Personal Protective Equipment (PPE) required to be used by employees. By February 13, 2008, employers must begin implementing the new requirements and full implementation is required by May 15, 2008.

In general the rule states that employers must pay for all PPE but there are exceptions. Table V-1 of the final rule provides the following information on equipment that the employer is not required to pay for:

- Non-specialty safety-toe protective footwear
- Non-specialty prescription safety eye wear
- Sunglasses/sunscreen
- Study work shoes
- Lineman's boots
- Ordinary cold weather gear (coats, parkas, cold weather gloves, winter boots)
- Logging boots required under Sec. 1910.266(d)(1)(v)
- Ordinary rain gear
- Back belts
- Long sleeve shirts
- Long pants
- Dust masks/respirators used under the voluntary use provisions in Sec. 1910.134

There are further explanations contained in the final rule which may be accessed at:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=FEDERAL_REGISTER&p_id=20094

Note that all determinations of required PPE must be based on an annual hazard assessment per OSHA. Assistance with this may be accessed at:

<http://www.osha.gov/SLTC/personalprotectiveequipment/recognition.html>

In order to assure that PPE meets the assessment levels it may be better for the employer to provide rather than pay for the PPE.

Contact Diversified's Risk Management Services for assistance.

