

PERSONAL PROTECTIVE CLOTHING & EQUIPMENT

We at [Company Name] believe it is our obligation to provide a hazard free environment to our employees. Any employee encountering hazardous conditions must be protected against the potential hazards. The purpose of protective clothing and equipment (PPE) is to shield or isolate individuals from chemical, physical, biological, or other hazards that may be present in the workplace.

[Company Name] provides all Employees with required PPE to suit the task and known hazards. This Chapter covers the requirements for Personal Protective Equipment with the exception of PPE used for hearing conservation and respiratory protection or PPE required for hazardous material response to spills or releases, which if applicable are covered under separate programs.

Establishing an overall written PPE program detailing how employees use PPE makes it easier to ensure that they use PPE properly in the workplace and document our PPE efforts. [Company Name]'s PPE program covers:

- Purpose
- Hazard assessment
- PPE selection
- Employee training
- Cleaning and maintenance of PPE
- PPE specific information

If after reading this program, you find that improvements can be made, please contact the RSO, [RSO Name]. We encourage all suggestions because we are committed to the success of our Personal Protective Equipment Program. We strive for clear understanding, safe behavior, and involvement in the program from every level of the company.

Administrative Duties

The [RSO Name], RSO is the program coordinator, acting as the representative of the plant manager, who has overall responsibility for the program. The RSO will designate appropriate plant supervisors to assist in training employees and monitoring their use of PPE. This written plan is kept in the RSO's office. Then he/she will review and update the program as necessary. Copies of this program may be obtained from the RSO's office.

Definitions

- *"flame resistant"* in reference to clothing, means made of a material that, due to its inherent properties or as a result of treatment by a flame retardant, will slow, terminate or prevent flaming combustion;
- *"lifejacket"* means a device that, when worn correctly, provides a specified buoyancy that will turn the wearer face-up on entering the water, and will keep the wearer in this position;
- *"no significant hazard of rollover"* means an area where there are no grades exceeding 10%, no operating areas with open edges, no open ramps, loading docks, ditches or similar hazards which might cause a rollover;

- *"personal flotation device (PFD)"* means a device that, when worn correctly, provides a specified buoyancy to support a conscious person in an upright or backward leaning position, but is not designed to turn a person from a face-down to a face-up position in the water;
- *"specific location"* means a yard, plant, or other clearly defined and limited area in which mobile equipment is operated, but does not include an entire municipality, district, transient forestry operation or construction site.

Responsibility to Provide

A worker is responsible for providing:

- a. clothing needed for protection against the natural elements,
- b. general purpose work gloves and appropriate footwear including safety footwear, and
- c. safety headgear.

The Company is responsible for providing, at no cost to the worker, all other items of personal protective equipment required by this Regulation. If the personal protective equipment provided by the Company causes allergenic or other adverse health effects, the Company must provide appropriate alternate equipment or safe measures. Nothing in this section precludes or alters an existing or future agreement between a worker or workers and the Company to the effect that the Company will be responsible for the provision either at no cost or some cost to the worker, of any or all of the items described in subsection (1).

Selection, Use & Maintenance

Personal protective equipment must:

- a. be selected and used in accordance with recognized standards, and provide effective protection,
- b. not in itself create a hazard to the wearer,
- c. be compatible, so that one item of personal protective equipment does not make another item ineffective, and
- d. be maintained in good working order and in a sanitary condition.

If the use of personal protective equipment creates hazards equal to or greater than those its use is intended to prevent, alternative personal protective equipment must be used or other appropriate measures must be taken.

Workplace Evaluation

If an evaluation of workplace conditions is required to determine appropriate personal protective equipment, the evaluation, where practicable, must be done in consultation with the joint committee or the worker health and safety representative, as applicable, and with the worker who will use the equipment.

Program

If personal protective equipment is required to protect against a chemical exposure or an oxygen deficient atmosphere the Company must implement an effective protective equipment program at the workplace which includes:

- a. a statement of purpose and responsibilities,
- b. written procedures for selection, use, inspection, cleaning, maintenance and storage of protective equipment, when required,

- c. instruction and training in the correct use and maintenance of the equipment,
- d. for respiratory equipment, medical assessment of respirator wearers, when required,
- e. documentation when required, and
- f. program review.

Annual Review

The personal protective equipment program must be reviewed annually by the Company in consultation with the joint committee or the worker health and safety representative, as applicable. The annual review must:

- a. assess exposure control measures to ensure their continued effectiveness,
- b. determine the need for further control,
- c. ensure the adequacy of instruction, and
- d. for respiratory protection, assess the adequacy of exposure monitoring data and assess the need for further monitoring, and ensure the adequacy of the fit test program.

Instruction

The Company must ensure that a worker who wears personal protective equipment is adequately instructed in the correct use, limitations and assigned maintenance duties for the equipment to be used.

Supervisor's Responsibilities

The supervisor must ensure that appropriate personal protective equipment is:

- a. available to workers,
- b. properly worn when required, and
- c. properly cleaned, inspected, maintained and stored.

Worker's Responsibilities

A worker who is required to use personal protective equipment must:

- a. use the equipment in accordance with training and instruction,
- b. inspect the equipment before use,
- c. refrain from wearing protective equipment outside of the work area where it is required if to do so would constitute a hazard, and
- d. report any equipment malfunction to the supervisor or Company.

A worker who is assigned responsibility for cleaning, maintaining or storing personal protective equipment must do so in accordance with training and instruction provided.

Personal Clothing & Accessories

The personal clothing of a worker must be of a type and in a condition which will not expose the worker to any unnecessary or avoidable hazards. If there is a danger of contact with moving parts of machinery or with electrically energized equipment, or if the work process presents similar hazards

- a. the clothing of the worker must fit closely about the body,
- b. dangling neckwear, bracelets, wristwatches, rings or similar articles must not be worn, except for medical alert bracelets which may be worn with transparent bands that hold the bracelets snugly to the skin, and

- c. cranial and facial hair must be confined, or worn at a length which will prevent it from being snagged or caught in the work process.

Safety Headgear

Safety headgear must be worn by a worker in any work area where there is a danger of head injury from falling, flying or thrown objects, or other harmful contacts. Safety headgear must meet the requirements of:

- a. *CSA Standard CAN/CSA-Z94.1-92, Industrial Protective Headwear,*
- b. *ANSI Standard Z89.1-1986, American National Standard for Personnel Protection - Protective Headwear for Industrial Workers Requirements,* or
- c. *Japanese Industrial Standard JIS T8131-1990, Industrial Safety Helmets,* for Class AB or ABE headgear.

If a worker may be exposed to an electrical hazard the safety headgear must have an appropriate non-conductive rating. Chin straps or other effective means of retention must be used on safety headgear when workers are climbing or working from a height exceeding 3 m (10 ft), or are exposed to high winds or other conditions that may cause loss of the headgear.

Damaged headgear or headgear with missing, mismatched, or modified components must be removed from service.

Use with All-Terrain Vehicles, Snowmobiles, Motorcycles

Operators and passengers on all-terrain vehicles, snowmobiles and motorcycles must wear headgear meeting the requirements of:

- a. *CSA Standard CAN3-D230-M85, Protective Headgear in Motor Vehicle Applications,*
- b. *British Safety Institution Standard BS5361.1976, Specification: Protective Helmets for Vehicle Users, (as amended to 1981),*
- c. *Snell Memorial Foundation 1995 Standard for Protective Headgear for Use with Motorcycles and Other Motorized Vehicles,* or
- d. *US Federal Standard for Motorcycle Helmets (Title 49 - Transportation - Part 571.218).*

Headgear in good condition meeting earlier editions of a standard listed in subsection (1) may remain in service if purchased before April 15, 1998. When an all-terrain vehicle is operated within a specific location, with no significant hazard of rollover or loss of control and at a speed not exceeding 20 km/h (13 mph), safety headgear meeting the requirements of section 8.13 may be used in place of headgear specified in subsection 8.12(1).

Use with Bicycles & Skates

A worker riding a bicycle or using in-line skates or similar means of transport must wear headgear meeting the requirements of:

- a. *CSA Standard CAN/CSA-D113.2-M89, Cycling Helmets,*
- b. *Snell Memorial Foundation 1994 Standard for Protective Headgear for Use in Non-Motorized Sports,* or
- c. *Snell Memorial Foundation 1995 Standard for Protective Headgear for Use in Bicycling.*

If a bicycle or similar conveyance is operated at speeds not exceeding 20 km/h (13 mph) within a specific location, safety headgear meeting the requirements of section 8.11 is acceptable when worn with a chin strap.

Eye & Face Protection

A worker must wear properly fitting safety eyewear appropriate to the conditions of the workplace if handling or exposed to materials which are likely to injure or irritate the eyes. Properly fitting safety eyewear appropriate to the conditions of the workplace must be worn if a worker:

- a. has 20/200 or less vision in either eye, or is blind in either eye, or
- b. is working on or testing electrical equipment energized at a potential greater than 30 volts.

Prescription safety eyewear must meet the requirements of *CSA Standard CAN/CSA-Z94.3-92, Industrial Eye and Face Protectors*. Bifocal and trifocal glass lenses must not be used if there is danger of impact unless they are worn behind impact rated goggles or other eye protection acceptable to the Board. If the use of polycarbonate or plastic prescription lenses is impracticable, due to the conditions of the workplace, and there is no danger of impact, workers may use prescription lenses made of treated safety glass meeting the requirements of *ANSI Standard Z87.1-1989, Practice for Occupational and Educational Eye and Face Protection*.

Safety eyewear must be fitted with sideshields when necessary for the safety of a worker. If there is a risk of face injury, suitable face protection must be worn. Face protectors and non-prescription safety eyewear must meet the requirements of:

- a. *CSA Standard CAN/CSA-Z94.3-92, Industrial Eye and Face Protectors*, or
- b. *ANSI Standard Z87.1-1989, Practice for Occupational and Educational Eye and Face Protection*.

Adequate precautions must be taken if a hazardous substance or condition may adversely affect a worker wearing contact lenses.

Limb & Body Protection

The Company must provide appropriate skin, hand, foot or body protection if a worker is exposed to a substance or condition which is likely to puncture, abrade or otherwise adversely affect the skin, or be absorbed through it. If there is a danger of injury, contamination or infection to a worker's hands, arms, legs, or torso, the worker must wear properly fitting protective equipment appropriate to the work being done and the hazards involved.

Cleaning or Replacement

If a glove, apron, or other protective equipment used to protect the skin against contact with a hazardous substance is rendered ineffective due to contamination with the substance, the protective equipment must be promptly replaced with clean or decontaminated equipment to maintain the required protection.

Leg Protection

Leg protective devices must be worn by a worker operating a chain saw if there is a danger of leg injury. Leg protective devices must meet the requirements of *WCB Standard, PPE 1-1997 Leg Protective Devices*. Every leg protective device must have a label permanently affixed to the outer surface of the

device indicating the standard it meets. The requirement to wear leg protective devices does not apply to a firefighter using a chain saw at the scene of a structural fire.

Footwear

A worker's footwear must be of a design, construction, and material appropriate to the protection required. To determine appropriate protection under subsection (1) the following factors must be considered: slipping, uneven terrain, abrasion, ankle protection and foot support, crushing potential, temperature extremes, corrosive substances, puncture hazards, electrical shock and any other recognizable hazard. If a determination has been made that safety protective footwear is required to have toe protection, metatarsal protection, puncture resistant soles, dielectric protection or any combination of these, the footwear must meet the requirements of:

- a. *CSA Standard CAN/CSA-Z195-M92, Protective Footwear,*
- b. *ANSI Standard Z41-1991, American National Standard for Personal Protection - Protective Footwear,*
- c. *British Safety Institution Standard BS EN 345:1993 Specification for Safety Footwear for Professional Use, or*
- d. *British Safety Institution Standard BS EN 346:1993 Specification for Protective Footwear for Professional Use.*

A worker must wear the appropriate footwear and ensure that it is in a condition to provide the required protection. If it is not practicable for workers in the performing arts to wear safety footwear meeting the requirements of subsection (3) other effective measures must be taken for protection from injury.

If a workplace has slippery surfaces, appropriate non-slip footwear must be worn. Caulked or other equally effective footwear must be worn by workers who are required to walk on logs, poles, pilings or other round timbers.

High Visibility & Distinguishing Apparel

A worker exposed to the hazards of vehicles travelling at speeds in excess of 30 km/h (20 mph) must wear high visibility apparel meeting the Type 1 or Type 2 criteria of *WCB Standard Personal Protective Equipment Standard 2-1997, High Visibility Garment*. A worker whose duties on the work site result in exposure to the hazards of mobile equipment must wear high visibility apparel meeting at least the Type 3 criteria of *WCB Standard Personal Protective Equipment Standard 2-1997, High Visibility Garment*.

If distinguishing apparel is required in another Part of this Regulation for the purpose of identifying a worker's location or well-being, the apparel must be of a colour which contrasts with the environment and must have at least 775 sq cm (120 sq in) of fluorescent trim for daytime use and retroreflective trim for nighttime use, on both the front and back.

Buoyancy Equipment

A worker who is employed under conditions which involve a risk of drowning must wear a personal flotation device (PFD) or lifejacket with sufficient buoyancy to keep the worker's head above water. Subsection (1) does not apply if other acceptable safety measures are in place which will protect workers from the risk of drowning, or the water is too shallow to allow the lifejacket or PFD to function effectively. A personal flotation device need not be worn when a personal fall protection system,

guardrail or safety net is being used in accordance with the relevant requirements in Part 11 (Fall Protection) to prevent a fall into the water.

Buoyancy equipment must be labelled and otherwise meet the requirements of:

- a. *CGSB Standard CAN/CGSB-65.7-M88, Lifejackets, Inherently Buoyant Type* with a minimum buoyancy of 93 N (21 lbs),
- b. *CGSB Standard CAN/CGSB-65.11-M88, Personal Flotation Devices* with a minimum buoyancy of 69 N (15.5 lbs),
- c. *CGSB Standard 65-GP-14M, Lifejackets, Inherently Buoyant, Standard Type* with a minimum buoyancy of 125 N (28 lbs), or
- d. *British Safety Standard BS EN 396-1994, Lifejackets and Personal Buoyancy Aids - Lifejacket 150 N*, automatically inflatable units with a minimum buoyancy of 150 N (34 lbs).

If a worker working alone is exposed to risk of drowning, the worker must wear a lifejacket meeting the requirements of section 8.27(a), (c) or (d). If automatically inflatable lifejackets are used, the Company must keep a record of all inspections made and maintenance performed on them. Personal flotation devices and lifejackets must have at least 200 sq cm (32 sq in) of white or silver retroreflective material fitted on surfaces that are normally above the water surface.

Flame Resistant Clothing

Workers must wear flame resistant clothing appropriate to the risk if working in areas where they may be exposed to flash fires, molten metal, welding and burning or similar hot work hazards.

Respiratory Protection

The Company must provide appropriate respiratory protective equipment if a worker is or may be exposed to concentrations of an air contaminant in excess of an applicable exposure or excursion limit, or to an oxygen deficient atmosphere.

The Company, in consultation with the worker and the occupational health and safety committee, if any, or the worker health and safety representative, if any, must select appropriate respiratory protective equipment in accordance with *CSA Standard CAN/CSA-Z94.4-93, Selection, Use, and Care of Respirators*. Only respiratory protective equipment which meets the requirements of a standard acceptable to the Board may be used for protection against airborne contaminants in the workplace.

Note: NIOSH approved respirators are acceptable to the Board.

A respirator must not be used for protection against concentrations of an air contaminant greater than the maximum use concentration, which is the concentration determined by multiplying the exposure limit for the air contaminant by the appropriate respirator protection factor selected from Table 8-1, or as otherwise determined by the Board.

Table 8-1: Respirator protection factors

Respirator type	Protection Factor
Air purifying	
Half facepiece, non-powered	10
Full facepiece, non-powered	50

Full facepiece, powered (PAPR), equipped with HEPA filters for exposure to asbestos	100
Full facepiece, powered (PAPR), equipped with HEPA filters and/or sorbent cartridge or canister for exposure to contaminants other than asbestos	1 000
Loose-fitting facepiece, powered (PAPR)	25
Air supplying	
Airline - demand (negative pressure)	
Half facepiece	10
Full facepiece	50
Airline - continuous flow	
Loose-fitting facepiece/hoods	25
Half facepiece	50
Full facepiece	1 000
Helmet/hood	1 000
Airline - pressure demand (positive pressure)	
Half facepiece	50
Full facepiece	1 000
Full facepiece, with egress bottle	10 000
Self-contained breathing apparatus (SCBA)	
Demand (negative pressure)	50
Pressure demand (positive pressure)	10 000
Other factors such as warning properties, IDLH levels, and cartridge/canister limitations must also be taken into account when determining the maximum use concentration. Refer to the manufacturer's instructions and standards acceptable to the Board for further information.	

If a worker is required to enter or work in an IDLH or oxygen deficient atmosphere the worker must:

- a. wear a full facepiece positive pressure respirator which is either an SCBA, or an airline respirator with an auxiliary self- contained air cylinder of sufficient capacity to permit the worker to escape unassisted from the contaminated area if the air supply fails, and
- b. be attended by at least one other worker stationed at or near the entrance to the contaminated area who is similarly equipped and capable of effecting rescue.

Subsection (1)(a) applies if there is a significant risk of accidental release into a worker's breathing zone of quantities of an air contaminant sufficient to produce an IDLH atmosphere.

If the nature or quantity of an air contaminant and the nature of the work area could prevent a worker escaping from a contaminated area without assistance, the worker must carry an emergency escape respirator. The emergency escape respirator must be:

- a. carried on the worker's person or be within arm's reach at all times, and
- b. sufficient to permit the worker to leave the contaminated area without assistance.

Compressed breathing air supplied for equipment such as an SCBA and a supplied air respirator must be tested at least annually to ensure that the air being supplied meets the requirements of *CSA Standard CAN/CSA-Z180.1-00, Compressed Breathing Air and Systems*. If an SCBA cylinder has not been used for a period in excess of one year, air in the cylinder must be slowly depressurized to atmosphere and refilled with compressed breathing air that meets the requirements of *CSA Standard CAN/CSA-Z180.1-00, Compressed Breathing Air and Systems*.

If a worker who wears prescription eyeglasses is required to wear a full facepiece respirator, the Company must assess the work to be performed, and provide appropriate specialty corrective eyewear if necessary to ensure that the work can be performed safely. The Company may permit the use of contact lenses by a worker who is required to wear a full facepiece respirator if their use is not likely to adversely affect the health or safety of the worker.

Except for specialty eyewear approved by the Board for use with positive pressure full facepiece respirators, nothing is permitted which intrudes between the facepiece and the face, or which interferes with the face seal of the facepiece. A worker required to wear a respirator which requires an effective seal with the face for proper functioning must be clean shaven where the respirator seals with the face.

A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face. Fit tests must be performed in accordance with procedures in *CSA Standard CAN/CSA-Z94.4-02, Selection, Use, and Care of Respirators*. A fit test must be carried out:

- a. before initial use of a respirator,
- b. at least once a year,
- c. whenever there is a change in respirator facepiece, including the brand, model, and size, and
- d. whenever changes to the user's physical condition could affect the respirator fit.

Other personal protective equipment that is to be worn at the same time as a respirator and which could interfere with the respirator fit must be worn during a fit test. Before each use of a respirator which requires an effective seal with the face for proper functioning, a worker must perform a positive or negative pressure user seal check in accordance with *CSA Standard CAN/CSA-Z94.4-02, Selection, Use, and Care of Respirators*. Subsection (1) does not apply to the emergency use of an escape respirator.

If a worker is required to use a respirator and there is doubt about the worker's ability to use a respirator for medical reasons, the worker must be examined by a physician, and the examining physician must be provided with sufficient information to allow the physician to advise the Company of the ability of the worker to wear a respirator.

In circumstances where section 8.32 does not apply, and either the Company chooses to provide a respirator to a worker or the worker chooses to use a personal respirator, then the requirements of sections 8.3, 8.7 and 8.33(2) apply. The Company must maintain a record of:

- a. fit test results and worker instruction,
- b. maintenance for air supplying respirators, powered air purifying respirators, and for sorbent cartridges and canisters, and
- c. maintenance and repairs for each self-contained breathing apparatus and all air cylinders in accordance with the requirements of *CSA Standard CAN/CSA-Z94.4-02, Selection, Use, and Care of Respirators*.

Maintenance & Inspections

Inspection of compressed air cylinders must be done in accordance with *CSA Standard CAN/CSA-Z94.4-02, Selection, Use, and Care of Respirators*. Self-contained breathing apparatus, including regulators, must be serviced and repaired by qualified persons. Compressed air cylinders must be hydrostatically tested in accordance with *CSA Standard CAN/CSA-B339-96, Cylinders, Spheres, and Tubes for the Transportation of Dangerous Goods*.