

SPECIAL REPORT
A supplement to BLR publications

OSHA General Industry Training Requirements

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BUSINESS & LEGAL REPORTS

141 MILL ROCK ROAD EAST
OLD SAYBROOK, CT 06475
WWW.BLR.COM

81001500

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ISBN 1-55645-124-5

Printed in the United States of America

Questions or comments about this publication? Contact:

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PO. Box 6001
Old Saybrook, CT 06475-6001
860-510-0100

<http://www.blr.com>

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OSHA General Industry Training Requirements

Many standards promulgated by the Occupational Safety and Health Administration (OSHA) explicitly require the employer to train employees in the safety and health aspects of their jobs. Other OSHA standards make it the employer's responsibility to limit certain job assignments to employees who are "certified," "competent," or "qualified"—meaning that they have had special previous training, inside or outside of the workplace. These requirements reflect OSHA's belief that training is an essential part of every employer's safety and health program for protecting workers from injuries and illnesses. Many researchers conclude that those who are new on the job have a higher rate of accidents and injuries than more experienced workers.

If ignorance of specific job hazards and of proper work practices is even partly to blame for this higher injury rate, then training will help to provide a solution. Training in the proper performance of a job is time and money well spent, and the employer might regard it as an investment rather than an expense. An effective program of safety and health training for workers can result in fewer injuries and illnesses, better morale, and lower insurance premiums, among other benefits.

How to Use the Training Requirements Outline

Each OSHA general industry subpart that requires training is listed by its name and sections included (e.g., Subpart E Exit Routes, Emergency Action Plans, and Fire Prevention Plans 1910.33-1910.39).

All training requirements within that subpart are then listed and identified by regulation name and number and paragraph number (e.g., Emergency Action Plans 190.38(a) through (f)). The captions in the left column will help you identify when the standard is applicable, who must be trained, when training is required, and if certification and documentation are required.

It is usually a good idea for the employer to keep a record of all safety and health training. Records can provide evidence of the employer's good faith and compliance with OSHA standards. Documentation can also supply an answer to one of the first questions an accident investigator will ask: "Was the injured employee trained to do the job?"

Be sure you can answer "YES."

29 CFR 1910 General Industry Training Requirements Outline

Subpart E Exit Routes, Emergency Action Plans, and Fire Prevention Plans 1910.33—1910.39

Emergency Action Plans 1910.38(a) through (f)

Application

(a) An employer must have an emergency action plan whenever an OSHA standard in this part requires one. The requirements in this section apply to each such emergency action plan.

Written and oral emergency action plans

(b) An emergency action plan must be in writing, kept in the workplace, and available to employees for review. However, an employer with 10 or fewer employees may communicate the plan orally to employees.

Minimum elements of an emergency action plan

(c) An emergency action plan must include at a minimum:

- (1) Procedures for reporting a fire or other emergency;
- (2) Procedures for emergency evacuation, including type of evacuation and exit route assignments;
- (3) Procedures to be followed by employees who remain to operate critical plant operations before they evacuate;
- (4) Procedures to account for all employees after evacuation;
- (5) Procedures to be followed by employees performing rescue or medical duties;
- (6) The name or job title of every employee who may be contacted by employees who need more information about the plan or an explanation of their duties under the plan.

Employee alarm system

(d) An employer must have an employee alarm system. The employee alarm system must use a distinctive signal for each purpose and comply with the requirements in § 1910.165.

Training

(e) An employer must designate and train employees to assist in a safe and orderly evacuation of other employees.

Review of emergency action plan

(f) An employer must review the emergency action plan with each employee covered by the plan:

- (1) When the plan is developed or the employee is assigned initially to a job;
- (2) When the employee's responsibilities under the plan change; *and*
- (3) When the plan is changed.

Fire Prevention Plans 1910.39(a) through (d)

Application

(a) An employer must have a fire prevention plan when an OSHA standard in this part requires one. The requirements in this section apply to each such fire prevention plan.

Written and oral emergency action plans

(b) An emergency action plan must be in writing, kept in the workplace, and available to employees for review. However, an employer with 10 or fewer employees may communicate the plan orally to employees.

Minimum elements of a fire prevention plan

(c) A fire prevention plan must include:

(1) A list of all major fire hazards, proper handling and storage procedures for hazardous materials, potential ignition sources and their control, and the type of fire protection equipment necessary to control each major hazard;

(2) Procedures to control accumulations of flammable and combustible waste materials;

(3) Procedures for regular maintenance of safeguards installed on heat-producing equipment to prevent the accidental ignition of combustible materials;

(4) The name or job title of employees responsible for maintaining equipment to prevent or control sources of ignition or fires; and

(5) The name or job title of employees responsible for the control of fuel source hazards.

Employee information

(d) An employer must inform employees upon initial assignment to a job of the fire hazards to which they are exposed. An employer must also review with each employee those parts of the fire prevention plan necessary for self-protection.

Subpart F

Powered Platforms, Manlifts, and Vehicle-Mounted Work Platforms 1910.66—1910.68

Powered Platforms for Building Maintenance—Operations Training 1910.66(i)(i), (ii) and (ii)(A) through (E), and (iii) through (v)

(i) Working platforms shall be operated only by persons who are proficient in the operation, safe use, and inspection of the particular working platform to be operated.

(ii) All employees who operate working platforms shall be trained in the following:

Content

(A) Recognition of, and preventive measures for, the safety hazards associated with their individual work tasks.

(B) General recognition and prevention of safety hazards associated with the use of working platforms, including the provisions in the section relating to the particular working platform to be operated.

(C) Emergency action plan procedures required in paragraph (e)(9) of this section.

(D) Work procedures required in paragraph (i)(1)(iv) of this section.

(E) Personal fall arrest system inspection, care, use, and system performance.

(iii) Training of employees in the operation and inspection of working platforms shall be done by a competent person.

Written work procedures

(iv) Written work procedures for the operation, safe use, and inspection of working platforms shall be provided for employee training. Pictorial methods of instruction may be used, in lieu of written work procedures, if employee communication is improved using this method. The operating manuals supplied by manufacturers for platform system components can serve as the basis for these procedures.

Certification record

(v) The employer shall certify that employees have been trained in operating and inspecting a working platform by preparing a certification record which includes the identity of the person trained, the signature of the employer or the person who conducted the training and the date that training was completed. The certification record shall be prepared at the completion of the training required in paragraph (i)(1)(ii) of this section, and shall be maintained in a file for the duration of the employee's employment. The certification record shall be kept readily available for review by the Assistant Secretary of Labor or the Assistant Secretary's representative.

When

**Care and Use
Appendix C 1910.66, Sec. I(e)(9)**

(9) Before using a personal fall arrest system, and after any component or system is changed, employees shall be trained in accordance with the requirements of paragraph 1910.66(i)(1), in the safe use of the system.

Subpart G

**Occupational Health and Environmental Control
1910.94—1910.98**

**Hearing Protection
1910.95(i)(4)**

Use and care of hearing protectors

(4) The employer shall provide training in the use and care of all hearing protectors provided to employees.

**Training Program
1910.95(k)(1) through (3)(i) through (iii)**

Who

(1) The employer shall institute a training program for all employees who are exposed to noise at or above an 8-hour time weighted average of 85 decibels, and shall ensure employee participation in such program.

Annual retraining

(2) The training program shall be repeated annually for each employee included in the hearing conservation program. Information provided in the training program shall be updated to be consistent with changes in protective equipment and work processes.

(3) The employer shall ensure that each employee is informed of the following:

Content

(i) The effects of noise on hearing;

- (ii) The purpose of hearing protectors, the advantages, disadvantages, and attenuation of various types, and instructions on selection, fitting, use, and care; *and*
- (iii) The purpose of audiometric testing and an explanation of the test procedures.

Subpart H Hazardous Materials **1910.101—1910.126s**

Flammable and Combustible Liquids **1910.106(b)(5)(v)(2) and (3)**

What (2) That detailed printed instructions of what to do in flood emergencies are properly posted

Who (3) That station operators and other employees depended upon to carry out such instructions are thoroughly informed as to the location and operation of such valves and other equipment necessary to effect these requirements

Explosive and Blasting Agents **1910.109(d)(3)(i) and (iii)**

Who (i) Vehicles transporting explosives shall only be driven by and be in the charge of a driver who is familiar with the traffic regulations, State laws, and the provisions of this section.

What (iii) Every motor vehicle transporting any quantity of Class A or Class B explosives shall, at all times, be attended by a driver or other attendant of the motor carrier. This attendant shall have been made aware of the class of the explosive material in the vehicle and of its inherent dangers, and shall have been instructed in the measures and procedures to be followed in order to protect the public from those dangers. He shall have been made familiar with the vehicle to which he is assigned, and shall be trained, supplied with the necessary means, and authorized to move the vehicle when required.

Bulk delivery and mixing vehicles **1910.109(g)(3)(iii)(a)**

(a) The operator shall be trained in the safe operation of the bulk delivery vehicle together with its mixing, conveying, and related equipment. The employer shall assure that the operator is familiar with the commodities being delivered and the general procedure for handling emergency situations.

1910.109(g)(6)(ii)

**Valid motor
vehicle
operator’s
license**

(ii) Vehicles transporting blasting agents shall only be driven by and be in charge of a driver in possession of a valid motor vehicle operator’s license. Such a person shall also be familiar with the State’s vehicle and traffic laws.

1910.109(h)(4)(ii)(b)

**Procedure for
emergency
situations**

(b) The operator shall be trained in the safe operation of the vehicle together with its mixing, conveying, and related equipment. He shall be familiar with the commodities being delivered and the general procedure for handling emergency situations.

**Storage and handling of liquefied petroleum gases
1910.110(b)(16) and (d)(12)(i)**

Instructions

(16) Personnel performing installation, removal, operation, and maintenance work shall be properly trained in such functions.

(i) When standard watch service is provided, it shall be extended to the LP-Gas installation and personnel properly trained.

**Storage and handling of anhydrous ammonia
1910.111(b)(13)(ii)**

(ii) The employer shall insure that unloading operations are performed by reliable persons properly instructed and given the authority to monitor careful compliance with all applicable procedures.

**Process safety management of highly hazardous chemicals
1910.119(g)(1)(i) and (ii)**

Initial training

(i) Each employee presently involved in operating a process, and each employee before being involved in operating a newly assigned process, shall be trained in an overview of the process and in the operating emphasis on the specific safety and health hazards, emergency operations including shutdown, and safe work practices applicable to the employee's job tasks.

Certification

(ii) In lieu of initial training for those employees already involved in operating a process on May 26, 1992, an employer may certify in writing that the employee has the required knowledge, skills, and abilities to safely carry out the duties and responsibilities as specified in the operating procedures.

1910.119(g)(2)

Refresher training

(2) Refresher training shall be provided at least every 3 years, and more often if necessary, to each employee involved in operating a process to assure that the employee understands and adheres to the current operating procedures of the process. The employer, in consultation with the employees involved in operating the process, shall determine the appropriate frequency of refresher training.

1910.119(g)(3)

Documentation

(3) The employer shall ascertain that each employee involved in operating a process has received and understood the training required by this paragraph. The employer shall prepare a record which contains the identity of the employee, the date of training, and the means used to verify that the employee understood the training.

**Contract employer responsibilities
1910.119(h)(3)(i) through (iv)**

Who

(i) The contract employer shall assure that each contract employee is trained in the work practices necessary to perform his/her job.

What

(ii) The contract employer shall assure that each contract employee is instructed in the known potential fire, explosion, or toxic release hazards related to his/her job and the process, and the applicable provisions of the emergency action plan.

- Documentation** (iii) The contract employer shall document that each contract employee has received and understood the training required by this paragraph. The contract employer shall prepare a record which contains the identity of the contract employee, the date of training, and the means used to verify that the employee understood the training.
- (iv) The contract employer shall assure that each contract employee follows the safety rules of the facility including the safe work practices required by paragraph (f)(4) of this section.

**Mechanical Integrity
1910.119(j)(3)**

- What** (3) Training for process maintenance activities. The employer shall train each employee involved in maintaining the ongoing integrity of process equipment in an overview of that process and its hazards and in the procedures applicable to the employee's job tasks to assure that the employee can perform the job tasks in a safe manner.

**Hazardous waste operations and emergency response
1910.120(e)(1)(i) and (ii); (2)(i) through (vii); (3)(i) through (iv);
and (4) through (9)**

- Training** (e)(1) General (i) All employees working on site (such as but not limited to equipment operators, general laborers and others) exposed to hazardous substances, health hazards, or safety hazards and their supervisors and management responsible for the site shall receive training meeting the requirements of this paragraph before they are permitted to engage in hazardous waste operations that could expose them to hazardous substances, safety, or health hazards, and they shall receive review training as specified in this paragraph.

- Training for field activities** (ii) Employees shall not be permitted to participate in or supervise field activities until they have been trained to a level required by their job function and responsibility.

- Content** (e)(2) Elements to be covered. The training shall thoroughly cover the following:
- (i) Names of personnel and alternates responsible for site safety and health;
 - (ii) Safety, health, and other hazards present on the site;
 - (iii) Use of PPE;
 - (iv) Work practices by which the employee can minimize risks from hazards;
 - (v) Safe use of engineering controls and equipment on the site;
 - (vi) Medical surveillance requirements including recognition of symptoms and signs which might indicate over exposure to hazards; *and*
 - (vii) The contents of paragraphs (G) through (J) of the site safety and health plan set forth in paragraph (b)(4)(ii) of this section.

- Initial training** (3)(i) General site workers (such as equipment operators, general laborers and supervisory personnel) engaged in hazardous substance removal or other activities which expose or potentially expose workers to hazardous substances and

health hazards shall receive a minimum of 40 hours of instruction off the site, and a minimum of 3 days actual field experience under the direct supervision of a trained experienced supervisor.

(ii) Workers on site only occasionally for a specific limited task (such as, but not limited to, ground water monitoring, land surveying, or geophysical surveying) and who are unlikely to be exposed over permissible exposure limits and published exposure limits shall receive a minimum of 24 hours of instruction off the site, and the minimum of 1 day actual field experience under the direct supervision of a trained, experienced supervisor.

(iii) Workers regularly on site who work in areas which have been monitored and fully characterized indicating that exposures are under permissible exposure limits and published exposure limits where respirators are not necessary, and the characterization indicates that there are no health hazards or the possibility of an emergency developing, shall receive a minimum of 24 hours of instruction off the site, and the minimum of 1 day actual field experience under the direct supervision of a trained, experienced supervisor.

(iv) Workers with 24 hours of training who are covered by paragraphs (e)(3)(ii) and (e)(3)(iii) of this section, and who become general site workers or who are required to wear respirators, shall have the additional 16 hours and 2 days of training necessary to total the training specified in paragraph (e)(3)(i).

**Management
and supervisor
training**

(4) On-site management and supervisors directly responsible for or who supervise employees engaged in hazardous waste operations shall receive 40 hours initial and 3 days of supervised field experience (the training may be reduced to 24 hours and 1 day if the only area of their responsibility is employees covered by paragraphs (e)(3)(ii) and (e)(3)(iii) and at least 8 additional hours of specialized training at the time of job assignment on such topics as, but not limited to, the employer's safety and health program, personal protective equipment program, spill containment program, and health hazard monitoring procedure and techniques.

**Qualifications
for trainers**

(5) Trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

Certification

(6) Employees and supervisors that have received and successfully completed the training and field experience specified in paragraphs (e)(1) through (e)(4) of this section shall be certified by their instructor or the head instructor and trained supervisor as having completed the necessary training. A written certificate shall be given to each person so certified. Any person who has not been so certified or who does not meet the requirements of paragraph (e)(9) of this section shall be prohibited from engaging in hazardous waste operations.

**Emergency
response**

(7) Employees who are engaged in responding to hazardous emergency situations at hazardous waste cleanup sites that may expose them to hazardous substances shall be trained in how to respond to such expected emergencies.

Annual retraining

(8) Employees specified in paragraph (e)(1) of this section, and managers and supervisors specified in paragraph (e)(4) of this section, shall receive 8 hours of refresher training annually on the items specified in paragraph (e)(2) and/or (e)(4) of this section, any critique of incidents that have occurred in the past year that can serve as training examples of related work, and other relevant topics.

Equivalent training

(9) Employers who can show by documentation or certification and/or training has resulted in training equivalent to that training required in paragraphs (e)(1) through (e)(4) of this section shall not be required to provide the initial training requirements of those paragraphs to such employees and shall provide a copy of the certification or documentation to the employee upon request. However, certified employees or employees with equivalent training new to a site shall receive appropriate, site specific training before site entry and have appropriate supervised field experience at the new site. Equivalent training includes any academic training or the training that existing employees might have already received from actual hazardous waste site experience.

**Hazardous Waste Cleanup Workers
1910.120 Appendix C**

Training

The training program for employees subject to the requirements of paragraph (e) of this standard should address: the safety and health hazards employees should expect to find on hazardous waste cleanup sites; what control measures or techniques are effective for those hazards; what monitoring procedures are effective in characterizing exposure levels; what makes an effective employer safety and health program; what a site safety and health plan should include; hands-on training with personal protective equipment and clothing they may be expected to use/the contents of the OSHA standards relevant to the employee's duties and functions; and, employee's responsibilities under OSHA and other regulations.

**New Technology Programs
1910.120(o)(i)**

(i) The employer shall develop and implement procedures for the introduction of effective new technologies and equipment developed for the improved protection of employees working with hazardous waste cleanup operations, and the same shall be implemented as part of the site safety and health program to assure that employee protection is being maintained.

1910.120(p)(7)(i) through (iii)

New employees initial training

(i) The employer shall develop and implement a training program, which is part of the employer's safety and health program, for employees exposed to health hazards or hazardous substances at TSD operations to enable the employees to perform their assigned duties and functions in a safe and healthful manner so as not to endanger themselves or other employees.

Annual refresher training

The initial training shall be for 24 hours and refresher training shall be for 8 hours annually. Employees who have received the initial training required by this paragraph shall be given a written certificate attesting that they have successfully completed the necessary training.

Previous work experience and/or training

(ii) Employers who can show by an employee's previous work experience and/or training that the employee has had training equivalent to the initial training required by this paragraph, shall be considered as meeting the initial training requirements of this paragraph as to that employee. Equivalent training includes the training that existing employees might have already received from actual site work experience. Current employees shall receive 8 hours of refresher training annually.

Trainers

(iii) Trainers who teach initial training shall have satisfactorily completed a training course for teaching the subjects they are expected to teach or they shall have the academic credentials and instruction experience necessary to demonstrate a good command of the subject matter of the courses and competent instructional skills.

**Hazardous Waste Operations—Emergency Responders
1910.120(p)(8)(iii)(A) through (C)**

Training

(iii)(A) Training for emergency response employees shall be completed before they are called upon to perform in real emergencies. Such training shall include the elements of the emergency response plan, standard operating procedures the employer has established for the job, the personal protective equipment to be worn and procedures for handling emergency incidents.

**Note:
Exception #1:**

An employer need not train all employees to the degree specified if the employer divided the work force in a manner such that a sufficient number of employees who have responsibility to control emergencies have the training specified, and all other employees, who may first respond to an emergency incident, have sufficient awareness training to recognize that an emergency response situation exists and that they are instructed in that case to summon the fully trained employees and not attempt control activities for which they are not trained.

**Note:
Exception #2:**

An employer need not train all employees to the degree specified if arrangements have been made in advance for an outside fully trained emergency response team to respond in a reasonable period and all employees, who may come to the incident first, have sufficient awareness training to recognize that an emergency response situation exists and they have been instructed to call the designated outside, fully trained emergency response team for assistance.

(B) Employee members of TSD facility emergency response organizations shall be trained to a level of competence in the recognition of health and safety hazards to protect themselves and other employees. This would include training in the methods used to minimize the risk from safety and health hazards; in the safe use of control equipment; in the selection and use of appropriate personal protective equipment; in the safe operating procedures to be used at the incident scene; in the techniques of coordination with other employees to minimize risks; in the appropriate response to overexposure from health hazards or injury to themselves and other employees; and in the recognition of subsequent symptoms which may result from overexposures.

Certification

(C) The employer shall certify that each covered employee has attended and successfully completed the training required in paragraph (p)(8)(iii) of this section, or shall certify the employee's competency at least yearly. The method used to demonstrate competency for certification of training shall be recorded and maintained by the employer.

1910.120(q)(4)

Skilled support personnel

(4) Personnel, not necessarily an employer's own employees, who are skilled in the operation of certain equipment, such as mechanized earth moving or digging equipment or crane and hoisting equipment, and who are needed temporarily to perform immediate emergency support work that cannot reasonably be performed in a timely fashion by an employer's own employees, and who will be or may be exposed to the hazards at an emergency response scene, are not required to meet the training required in this paragraph for the employer's regular employees. However, these personnel shall be given an initial briefing at the site prior to their participation in any emergency response. The initial briefing shall include instruction in the wearing of appropriate personal protective equipment, what chemical hazards are involved, and what duties are to be performed. All other appropriate safety and health precautions provided to the employer's own employees shall be used to assure the safety and health of these personnel.

1910.120(q)(5)

Specialist employees

(5) Employees who, in the course of their regular job duties, work with and are trained in the hazards of specific hazardous substances, and who will be called upon to provide technical advice or assistance at a hazardous substance release incident to the individual in charge, shall receive training or demonstrate competency in the area of their specialization annually.

1910.120(q)(6)(i)(A) through (F); (i)(A) through F; (iii)(A) through I; (iv)(A) through I; (v)(A) through (F)

Training

(6) Training shall be based on the duties and function to be performed by each responder of an emergency response organization. The skill and knowledge levels required for all new responders, those hired after the effective date of this standard, shall be conveyed to them through training before they are permitted to take part in actual emergency operations on an incident. Employees who participate, or are expected to participate in emergency response, shall be given training in accordance with the following paragraphs:

First responder awareness level

(i) First responders at the awareness level are individuals who are likely to witness or discover a hazardous substance release and who have been trained to initiate an emergency response sequence by notifying the proper authorities of the release. First responders at the awareness level shall have sufficient training or have had sufficient experience to objectively demonstrate competency in the following areas:

Areas of competency

- (A) An understanding of what hazardous substances are, and the risks associated with them in an incident.
- (B) An understanding of the potential outcomes associated with an emergency created when hazardous substances are present.
- (C) The ability to recognize the presence of hazardous substances in an emergency.
- (D) The ability to identify the hazardous substances, if possible.
- (E) An understanding of the role of the first responder awareness individual in the employer's emergency response plan including site security and control and the U.S. Department of Transportation's Emergency Response Guidebook.

(F) The ability to realize the need for additional resources, and to make appropriate notifications to the communications center.

First responder operations level

(ii) First responders at the operations level are individuals who respond to releases or potential releases of hazardous substances as part of the initial response to the site for the purpose of protecting nearby persons, property, or the environment from the effects of the release. They are trained to respond in a defensive fashion without actually trying to stop the release. Their function is to contain the release from a safe distance, keep it from spreading, and prevent exposures.

Amount of training

First responders at the operational level shall have received at least 8 hours of training or have had sufficient experience to objectively demonstrate competency in the following areas in addition to those listed for the awareness level

Certification

and the employer shall so certify:

Areas of competency

- (A) Knowledge of the basic hazard and risk assessment techniques.
- (B) Know how to select and use proper personal protective equipment provided to the first responder operational level.
- (C) An understanding of basic hazardous materials terms.
- (D) Know how to perform basic control, containment and/or confinement operations within the capabilities of the resources and personal protective equipment available with their unit.
- (E) Know how to implement basic decontamination procedures.
- (F) An understanding of the relevant standard operating procedures and termination procedures.

Hazardous materials technicians

(iii) Hazardous materials technicians are individuals who respond to releases or potential releases for the purpose of stopping the release. They assume a more aggressive role than a first responder at the operations level in that they will approach the point of release in order to plug, patch or otherwise stop the release of a hazardous substance.

Amount of training

Hazardous materials technicians shall have received at least 24 hours of training equal to the first responder operations level and in addition have competency in the following areas and the employer shall so certify:

Areas of competency

- (A) Know how to implement the employer's emergency response plan.
- (B) Know the classification, identification and verification of known and unknown materials by using field survey instruments and equipment.
- (C) Be able to function within an assigned role in the Incident Command System.
- (D) Know how to select and use proper specialized chemical personal protective equipment provided to the hazardous materials technician.
- (E) Understand hazard and risk assessment techniques.
- (F) Be able to perform advance control, containment, and/or confinement operations within the capabilities of the resources and personal protective equipment available with the unit.

(G) Understand and implement decontamination.

(H) Understand termination procedures.

(I) Understand basic chemical and toxicological terminology and behavior.

Hazardous materials specialist

(iv) Hazardous materials specialists are individuals who respond with and provide support to hazardous materials technicians. Their duties parallel those of the hazardous materials technician, however, those duties require a more directed or specific knowledge of the various substances they may be called upon to contain. The hazardous materials specialist would also act as the site liaison with Federal, state, local and other government authorities in regards to site activities.

Amount of training

Hazardous materials specialists shall have received at least 24 hours of training equal to the technician level and in addition have competency in the following areas and the employer shall so certify:

Areas of competency

(A) Know how to implement the local emergency response plan.

(B) Understand classification, identification and verification of known and unknown materials by using advanced survey instruments and equipment.

(C) Know of the state emergency response plan.

(D) Be able to select and use proper specialized chemical personal protective equipment provided to the hazardous materials specialist.

(E) Understand in-depth hazard and risk techniques.

(F) Be able to perform specialized control, containment, and/or confinement operations within the capabilities of the resources and personal protective equipment available.

(G) Be able to determine and implement decontamination procedures.

(H) Have the ability to develop a site safety and control plan.

(I) Understand chemical, radiological and toxicological terminology and behavior.

On-scene incident Amount of training

(v) Incident commanders, who will assume control of the commander incident scene beyond the first responder awareness level, shall receive at least 24 hours of training equal to the first responder operations level and in addition have competency in the following areas and the employer shall so certify:

Areas of competency

(A) Know and be able to implement the employer's incident command system.

(B) Know how to implement the employer's emergency response plan.

(C) Know and understand the hazards and risks associated with employees working in chemical protective clothing.

(D) Know how to implement the local emergency response plan.

(E) Know of the state emergency response plan and of the Federal Regional Response Team.

(F) Know and understand the importance of decontamination procedures.

1910.120(q)(7)

Trainers

(7) Trainers who teach any of the above training subjects shall have satisfactorily completed a training course for teaching the subjects they are expected to teach, such as the courses offered by the U.S. National Fire Academy, or they shall have the training and/or academic credentials and instructional experience necessary to demonstrate competent instructional skills and a good command of the subject matter of the courses they are to teach.

1910.120(q)(8)(i) and (ii)

Refresher training

(8)(i) Those employees who are trained in accordance with paragraph (q)(6) of this section shall receive annual refresher training of sufficient content and duration to maintain their competencies, or shall demonstrate competency in those areas at least yearly.

(ii) A statement shall be made of the training or competency, and if a statement of competency is made, the employer shall keep a record of the methodology used to demonstrate competency.

General Requirements for dipping and coating operations

1910.124(e) and (f)

(e) What requirements must I follow when an employee enters a dip tank? When an employee enters a dip tank, you must meet the entry requirements of Sec. 1910.146, OSHA's standard for Permit-Required Confined Spaces, as applicable.

First-aid training

(f) What first-aid procedures must my employees know? Your employees must know the first-aid procedures that are appropriate to the dipping or coating hazards to which they are exposed.

Subpart I

Personal Protective Equipment

1910.132—1910.138

1910.132(f)(1)(i) through (v); (2), (3)(i) through (iii) and (4)

Training

(f) (1) The employer shall provide training to each employee who is required by this section to use PPE. Each such employee shall be trained to know at least the following:

Content

- (i) When PPE is necessary;
- (ii) What PPE is necessary;
- (iii) How to properly don, doff, adjust and wear PPE;
- (iv) The limitations of the PPE; *and*
- (v) The proper care, maintenance, useful life, and disposal of the PPE.

Demonstrated understanding

(2) Each affected employee shall demonstrate an understanding of the training specified in paragraph (f)(1) of this section and the ability to use PPE properly before being allowed to perform work requiring the use of PPE.

Retraining

(3) When the employer has reason to believe that any affected employee who has already been trained does not have the understanding and skill required by paragraph (f)(2) of this section, the employer shall retrain each such employee. Circumstances where retraining is required include, but are not limited to, situations where:

- (i) Changes in the workplace render previous training obsolete, *or*
- (ii) Changes in the types of PPE to be used render previous training obsolete; or assigned PPE indicate that the employee has not retained the requisite understanding or skill.

Certification

(4) The employer shall verify that each affected employee has received and understood the required training through a written certification that contains the name of each employee trained, the date(s) of training, and that identifies the subject of the certification.

Respiratory Protection**1910.134(k)(1)(i) through (vii); (2), (3), (4), and (5)(i) through (iii)****Training**

(k)(1) The employer shall ensure that each employee can demonstrate knowledge of at least the following:

Content

- (i) Why the respirator is necessary and how improper fit, usage, or maintenance can compromise the protective effect of the respirator;
- (ii) What the limitations and capabilities of the respirator are;
- (iii) How to use the respirator effectively in emergency situations, including situations in which the respirator malfunctions;
- (iv) How to inspect, put on and remove, use, and check the seals of the respirator;
- (v) What the procedures are for maintenance and storage of the respirator;
- (vi) How to recognize medical signs and symptoms that may limit or prevent the effective use of respirators; *and*
- (vii) The general requirements of this section.

(2) Training shall be conducted in a manner that is understandable to the employee.

When

(3) The employer shall provide the training prior to requiring the employee to use a respirator in the workplace.

(4) An employer who is able to demonstrate that a new employee has received training within the last 12 months that addresses the elements specified in paragraph (k)(1)(i) through (vii) is not required to repeat such training provided that, as required by paragraph (k)(1), the employee can demonstrate knowledge of those element(s). Previous training not repeated initially by the employer must be provided no later than 12 months from the date of the previous training.

Annual retraining

(5) Retraining shall be administered annually and when the following situations occur:

- (i) Changes in the workplace or the type of respirator render previous training obsolete;
- (ii) Inadequacies in the employee's knowledge or use of the respirator indicate that the employee has not retained the requisite understanding or skill; or
- (iii) Any other situation arises in which retraining appears necessary to ensure safe respirator use.

Subpart J General Environmental Controls

1910.141—1910.147

Temporary Labor Camps **1910.142(k)(1) and (2)**

(1) Adequate first-aid facilities approved by a health authority shall be maintained and made available in every labor camp for the emergency treatment of injured persons.

Person trained to administer first aid

(2) Such facilities shall be in charge of a person trained to administer first aid and shall be readily accessible for use at all times.

Specifications for Accident Prevention Signs and Tags **1910.145(c)(1)(ii), (2)(ii) and (3)**

Training

(1)(ii) All employees shall be instructed that danger signs indicate immediate danger and that special precautions are necessary.

(2)(ii) All employees shall be instructed that caution signs indicate a possible hazard against which proper precautions should be taken.

Safety instruction signs

(3) Safety instruction signs shall be used where there is a need for general instructions and suggestions relative to safety measures.

Permit-Required Confined Spaces **1910.146(g)(1) and (2)(i) through (iv)(3) and (4) and (k)(1)(i) through (iv)**

Training

(g)(1) The employer shall provide training so that all employees whose work is regulated by this section acquire the understanding, knowledge, and skills necessary for the safe performance of the duties assigned under this section.

(2) Training shall be provided to each affected employee:

When

(i) Before the employee is first assigned duties under this section;

(ii) Before there is a change in assigned duties;

Retraining

(iii) Whenever there is a change in permit space operations that presents a hazard about which an employee has not previously been trained;

(iv) Whenever the employer has reason to believe either that there are deviations from the permit space entry procedures required by paragraph (d)(3) of this section or that there are inadequacies in the employees' knowledge or use of these procedures.

(3) The training shall establish employee proficiency in the duties required by this section and shall introduce new or revised procedures, as necessary, for compliance with this section.

Certification

(4) The employer shall certify that the training required by paragraphs (g)(1) through (g)(3) of this section has been accomplished. The certification shall contain each employee's name, the signatures or initials of the trainers, and the dates of training. The certification shall be available for inspection by employees and their authorized representatives.

Rescue and emergency services

(k)(1) The following requirements apply to employers who have employees enter permit required confined spaces to perform rescue services.

(i) The employer shall ensure that each member of the rescue service is provided with, and is trained to use properly, the personal protective equipment and rescue equipment necessary for making rescues from permit required confined spaces.

(ii) Each member of the rescue service shall be trained to perform the assigned rescue duties. Each member of the rescue service shall also receive the training required of authorized entrants under paragraph (g) of this section.

Annual simulated rescue operations

(iii) Each member of the rescue service shall practice making permit space rescues at least once every 12 months, by means of simulated rescue operations in which they remove dummies, mannequins, or actual persons from the actual permit spaces or from representative permit spaces. Representative permit spaces shall, with respect to opening size configuration, and accessibility, simulate the types of permit spaces from which rescue is to be performed.

**The Control of Hazardous Energy
1910.147(a)(3)(i)**

Lockout/tagout

(ii) When other standards in this part require the use of lockout or tagout, they shall be used and supplemented by the procedural and training requirements of this section.

1910.147(4)(i)(D)

Energy control procedure

(4) (i) Procedures shall be developed, documented and utilized for the control of potentially hazardous energy when employees are engaged in the activities covered by this section.

(D) Where tagout is used for energy control, the periodic inspection shall include a review, between the inspector and each authorized and affected employee, of that employee's responsibilities under the energy control procedure being inspected, and the elements set forth in paragraph (c)(7)(ii) of this section.

**1910.147(7)(i)(A) through (C); (ii)(A) through (F);
(iii)(A) through (C); and (8)**

Training and communication

(7)(i) The employer shall provide training to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of energy controls are required by employees. The training shall include the following:

Content

(A) Each authorized employee shall receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control.

(B) Each affected employee shall be instructed in the purpose and use of the energy control procedure.

(C) All other employees whose work operations are or may be in an area where energy control procedures may be utilized, shall be instructed about the procedure, and about the prohibition relating to attempts to restart or reenergize machines or equipment which are locked out or tagged out.

Tagout systems

(ii) When tagout systems are used, employees shall also be trained in the following limitations of tags:

(A) Tags are essentially warning devices affixed to energy isolating devices, and do not provide the physical restraint on those devices that is provided by a lock.

(B) When a tag is attached to an energy isolating means, it is not to be removed without authorization of the authorized person for it, and it is never to be bypassed, ignored, or otherwise defeated.

(C) Tags must be legible and understandable by all authorized employees, affected employees, and all other employees whose work operations are or may be in the area, in order to be effective.

(D) Tags and their means of attachment must be made of materials which will withstand the environmental conditions encountered in the workplace.

(E) Tags may evoke a false sense of security, and their meaning needs to be understood as part of the overall energy control program.

(F) Tags must be securely attached to energy isolating devices so that they cannot be inadvertently or accidentally detached during use.

Retraining

(iii) (A) Retraining shall be provided for all authorized and affected employees whenever there is a change in their job assignments, a change in machines, equipment or processes that present a new hazard, or when there is a change in the energy control procedures.

(B) Additional retraining shall also be conducted whenever a periodic inspection under paragraph (c)(6) of this section reveals, or whenever the employer has reason to believe, that there are deviations from or inadequacies in the knowledge or use of the energy control procedures.

(C) The retraining shall reestablish employee proficiency and introduce new or revised control methods and procedures, as necessary.

(iv) The employer shall certify that employee training has been accomplished and is being kept up to date. The certification shall contain each employee's name and dates of training.

Energy isolation

(8) Implementation of lockout or the tagout system shall be performed only by authorized employees.

Lockout or Tagout Devices Removed
1910.147(e)(3)

**Lockout or
tagout devices
removal**

(3) Each lockout or tagout device shall be removed from each energy isolating device by the employee who applied the device. Exception to paragraph (e)(3): When the authorized employee who applied the lockout or tagout device is not available to remove it, that device may be removed under the direction of the employer, provided that specific procedures and training for such removal have been developed, documented and incorporated into the employer's energy control program. The employer shall demonstrate that the specific procedure provides equivalent safety to the removal of the device by the authorized employee who applied it.

Outside Personnel
1910.147(f)(2)(i)

(i) The on-site employer shall ensure that his/her personnel understand and comply with restrictions and prohibitions of the outside employer's energy control procedures.

Subpart K

Medical and First Aid
1910.151—1910.152

Medical Services and First Aid
1910.151(a) and (b)

(a) The employer shall ensure the ready availability of personnel for advice and consultation on matters of plant health.

(b) In the absence of an infirmary, clinic, or hospital in near proximity to the workplace which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid. First-aid supplies approved by the consulting physician shall be readily available.

Subpart L

Fire Protection
1910.155—1910.165

Fire Protection
1910.155(c)(iv)(41)

(41) "Training" means the process of making proficient thorough instruction and hands-on practice in the operation of equipment, including respiratory protection equipment, that is expected to be used and in the performance of assigned duties.

Fire Brigades
1910.156(b)(1)

**Organizational
statement**

(b)(1) The employer shall prepare and maintain a statement or written policy which establishes the existence of a fire brigade; the basic organizational structure; the type, amount, and frequency of training to be provided to fire brigade

members; the expected number of members in the fire brigade; and the functions that the fire brigade is to perform at the workplace. The organizational statement shall be available for inspection by the Assistant Secretary and by employees or their designated representatives.

Training and Education
1910.156(c)(1) through (4)

(c)(1) The employer shall provide training and education for all fire brigade members commensurate with those duties and functions that fire brigade members are expected to perform. Such training and education shall be provided to fire brigade members before they perform fire brigade emergency activities. Fire brigade leaders and training instructors shall be provided with training and education which is more comprehensive than that provided to the general membership of the fire brigade.

Frequency of training

(2) The employer shall assure that training and education is conducted frequently enough to assure that each member of the fire brigade is able to perform the member's assigned duties and functions satisfactorily and in a safe manner so as not to endanger fire brigade members or

Annual retraining

other employees. All fire brigade members shall be provided with training at least annually. In addition, fire brigade members who are expected to perform interior structural fire fighting shall be provided with an education session or training at least quarterly.

Quality of training

(3) The quality of the training and education program for fire brigade members shall be similar to those conducted by such fire training schools as the Maryland Fire and Rescue Institute; Iowa Fire Service Extension; West Virginia Fire Service Extension; Georgia Fire Academy; New York State Department, Fire Prevention and Control; Louisiana State University Firemen Training Program; or Washington State's Fire Service, Training Commission for Vocational Education. (For example, for the oil refinery industry, with its unique hazards, the training and education program for those fire brigade members shall be similar to those conducted by Texas A & M University, Lamar University, Reno Fire School, or the Delaware State Fire School.)

Special hazards

(4) The employer shall inform fire brigade members about special hazards such as storage and use of flammable liquids and gases, toxic chemicals, radioactive sources, and water reactive substances, to which they may be exposed during fire and other emergencies. The fire brigade members shall also be advised of any changes that occur in relation to the special hazards. The employer shall develop and make available for inspection by fire brigade members, written procedures that describe the actions to be taken in situations involving the special hazards and shall include these in the training and education program.

Portable Fire Extinguishers
1910.157(g)(1), (2), and (4)

Training and education

(g) (1) Where the employer has provided portable fire extinguishers for employee use in the workplace, the employer shall also provide an educational program to familiarize employees with the general principles of fire extinguisher use and the hazards involved with incipient stage fire fighting.

When (2) The employer shall provide the education required in paragraph (g)(1) of this section upon initial employment and at least annually thereafter.

Annual retraining (4) The employer shall provide the training required in paragraph (g)(3) of this section upon initial assignment to the designated group of employees and at least annually thereafter.

1910.158(e)(2)(vi)

Trained inspectors (vi) The employer shall designate trained persons to conduct all inspections required under this section.

Fixed Extinguishing Systems

1910.160(b)(10)

Training and annual review (10) The employer shall train employees designated to inspect, maintain, operate, or repair fixed extinguishing systems and annually review their training to keep them up-to-date in the functions they are to perform.

Fire Detection Systems

1910.164(c)(4)

Training (4) The employer shall assure that the servicing, maintenance and testing of fire detection systems, including cleaning and necessary sensitivity adjustments, are performed by a trained person knowledgeable in the operations and functions of the system.

Employee Alarm Systems

1910.165(d)(5)

Maintenance and testing (d)(5) The employer shall assure that the servicing, maintenance, and testing of employee alarms are done by persons trained in the designed operation and functions necessary for reliable and safe operation of the system.

Subpart N Materials Handling and Storage
1910.176—1910.184

Servicing of Multi-Piece and Single-Piece Rim Wheels

1910.177(c)(1)(i) through (iii); (2)(i) through (viii), and (3)

Includes single piece wheels but not automobile or truck tires marked "LT" per Federal Register of 2/3/84 (pp. 4338-4352)

Employee training (c)(1) The employer shall provide a training program to train all employees who service rim wheels in the hazards involved in servicing those rim wheels and the safety procedures to be followed.

When (i) The employer shall assure that no employee services any rim wheel unless the employee has been trained and instructed in correct procedures of servicing the rim type being serviced, and in procedures described in paragraphs (f) and (g) of this section.

Content (ii) Information to be used in the training program shall include at a minimum, the applicable data contained in the charts, rim manuals, and the contents of this standard.

(iii) Where an employer knows or has reason to believe that any of his employees is unable to read and understand the charts or rim manual, the employer shall assure that the employee is instructed concerning the contents of the charts and rim manual in a manner which the employee is able to understand.

**Demonstration
of ability**

(2) The employer shall assure that each employee demonstrates and maintains the ability to service multi-piece rim wheels safely, including performance of the following tasks:

- (i) Demounting of tires (including deflation);
- (ii) Inspection and identification of rim wheel components;
- (iii) Mounting of tires (including inflation within a restraining device or other safeguards required by this section);
- (iv) Use of the restraining device or barrier, and other equipment required by this section;
- (v) Handling of rim wheels;
- (vi) Inflation of tire when a single-piece rim wheel is mounted on a vehicle;
- (vii) An understanding of the necessity of standing outside the trajectory both during the inflation of the tire and during inspection of the rim wheel following inflation; *and*
- (viii) Installation and removal of rim wheels.

**Additional
training as
needed**

(3) The employer shall evaluate each employee's ability to perform these tasks and to service rim wheels safely and shall provide additional training as necessary to assure that each employee maintains his or her proficiency.

**Safe operating procedure—multi-piece rim wheels
1910.177(f)(1); (2)(i) and (ii); and (3) through (11)**

(f) The employer shall establish a safe operating procedure for servicing multi-piece rim wheels and shall assure that employees are instructed in and follow that procedure. The procedure shall include at least the following elements:

**Elements of
safe operating
procedure**

- (1) Tires shall be completely deflated before demounting by removal of the valve core.
- (2) Tires shall be completely deflated by removing the valve core before a rim wheel is removed from the axle in either of the following situations:
 - (i) When the tire has been driven underinflated at 80% or less of its recommended pressure, *or*
 - (ii) When there is obvious or suspected damage to the tire or wheel components.
- (3) Rubber lubricant shall be applied to bead and rim mating surfaces during assembly of the wheel and inflation of the tire, unless the tire or wheel manufacturer recommends against it.

- (4) If a tire on a vehicle is underinflated but has more than 80% of the recommended pressure, the tire may be inflated while the rim wheel is on the vehicle provided remote control inflation equipment is used, and no employees remain in the trajectory during inflation.
- (5) Tires shall be inflated outside a restraining device only to a pressure sufficient to force the tire bead onto the rim ledge and create an airtight seal with the tire and bead.
- (6) Whenever a rim wheel is in a restraining device the employee shall not rest or lean any part of his body or equipment on or against the restraining device.
- (7) After tire inflation, the tire and wheel components shall be inspected while still within the restraining device to make sure that they are properly seated and locked. If further adjustment to the tire or wheel components is necessary, the tire shall be deflated by removal of the valve core before the adjustment is made.
- (8) No attempt shall be made to correct the seating of side and lock rings by hammering, striking or forcing the components while the tire is pressurized.
- (9) Cracked, broken, bent or otherwise damaged rim components shall not be reworked, welded, brazed, or otherwise heated.
- (10) Whenever multi-piece rim wheels are being handled, employees shall stay out of the trajectory unless the employer can demonstrate that performance of the servicing makes the employee's presence in the trajectory necessary.
- (11) No heat shall be applied to a multi-piece wheel or wheel component.

**Safe operating procedure—single piece rim wheels
1910.177(g)(1) through (12)**

(g) The employer shall establish a safe operating procedure for servicing single piece rim wheels and shall assure that employees are instructed in and follow that procedure. The procedure shall include at least the following elements:

**Elements of
safe operating
procedure**

- (1) Tires shall be completely deflated by removal of the valve core before demounting.
- (2) Mounting and demounting of the tire shall be done only from the narrow ledge side of the wheel. Care shall be taken to avoid damaging the tire beads while mounting tires on wheels. Tires shall be mounted only on compatible wheels of matching bead diameter and width.
- (3) Nonflammable rubber lubricant shall be applied to bead and wheel mating surfaces before assembly of the rim wheel, unless the tire or wheel manufacturer recommends against the use of any rubber lubricant.
- (4) If a tire changing machine is used, the tire shall be inflated only to the minimum pressure necessary to force the tire bead onto the rim ledge while on the tire changing machine.
- (5) If a bead expander is used, it shall be removed before the valve core is installed and as soon as the rim wheel becomes airtight (the tire bead slips onto the bead seat).

(6) Tires may be inflated only when contained within a restraining device, positioned behind a barrier or bolted on the vehicle with the lug nuts fully tightened.

(7) Tires shall not be inflated when any flat, solid surface is in the trajectory and within one foot of the sidewall.

(8) Employees shall stay out of the trajectory when inflating a tire.

(9) Tires shall not be inflated to more than the inflation pressure stamped in the sidewall unless a higher pressure is recommended by the manufacturer.

(10) Tires shall not be inflated above the maximum pressure recommended by the manufacturer to seat the tire bead firmly against the rim flange.

(11) No heat shall be applied to a single piece wheel.

(12) Cracked, broken, bent, or otherwise damaged wheels shall not be reworked, welded, brazed, or otherwise heated.

Powered Industrial Trucks

1910.178(I)(1)(I) and (ii); (2)(I)(A) and (B)(ii) (2)(I)(A) and (B)(ii),(iii); (3)(I)(A) through (M); (ii)(A) through (I)(iii); (4)(I) and (ii)(A) (ii) through (E); (iii), (5), (6), and (7)

Operator training

(I)(1) Safe operation. (I) The employer shall ensure that each powered industrial truck operator is competent to operate a powered industrial truck and safely, as demonstrated by the successful completion of the training and evaluation specified in this paragraph. Prior to permitting an employee to operate a powered industrial truck (except for training purposes), the employer shall ensure that each operator has successfully completed the training required by this paragraph (I), except as permitted by paragraph (I)(5).

Training program implementation

(2)(I) Trainees may operate a powered industrial truck only: implementation

(A) Under the direct supervision of persons who have the knowledge, training, and experience to train operators and evaluate their competence; *and*

(B) Where such operation does not endanger the trainee or other employees.

(ii) Training shall consist of a combination of formal instruction (e.g., lecture, discussion, interactive computer learning, videotape, written material), practical training (demonstrations performed by the trainer and practical exercises performed by the trainee), and evaluation of the operator's performance in the workplace.

(iii) All operator training and evaluation shall be conducted by persons who have the knowledge, training, and experience to train powered industrial truck operators and evaluate their competence.

Training program content

(3) Powered industrial truck operators shall receive initial training in the following topics, except in topics which the employer can demonstrate are not applicable to safe operation of the truck in the employer's workplace.

Truck-related topics:

(i) (A) Operating instructions, warnings, and precautions for the types of truck the operator will be authorized to operate;

- (B) Differences between the truck and the automobile;
 - (C) Truck controls and instrumentation: where they are located, what they do, and how they work;
 - (D) Engine or motor operation;
 - (E) Steering and maneuvering;
 - (F) Visibility (including restrictions due to loading);
 - (G) Fork and attachment adaptation, operation, and use limitations;
 - (H) Vehicle capacity;
 - (I) Vehicle stability;
 - (J) Any vehicle inspection and maintenance that the operator will be required to perform;
 - (K) Refueling and/or charging and recharging of batteries;
 - (L) Operating limitations;
 - (M) Any other operating instructions, warnings, or precautions listed in the operator's manual for the types of vehicle that the employee is being trained to operate.
- (ii)(A) Surface conditions where the vehicle will be operated;
- (B) Composition of loads to be carried and load stability;
 - (C) Load manipulation, stacking, and unstacking;
 - (D) Pedestrian traffic in areas where the vehicle will be operated;
 - (E) Narrow aisles and other restricted places where the vehicle will be operated;
 - (F) Hazardous (classified) locations where the vehicle will be operated;
 - (G) Ramps and other sloped surfaces that could affect the vehicle's stability;
 - (H) Closed environments and other areas where insufficient ventilation or poor vehicle maintenance could cause a buildup of carbon monoxide or diesel exhaust;
 - (I) Other unique or potentially hazardous environmental conditions in the workplace that could affect safe operation.

Workplace-related topics:

Refresher training and evaluation

When

- (iii) The requirements of this section.
- (4)(i) Refresher training, including an evaluation of the effectiveness of that training, shall be conducted as required by paragraph (1)(4)(ii) to ensure that the operator has the knowledge and skills needed to operate the powered industrial truck safely.
- (ii) Refresher training in relevant topics shall be provided to the operator when:
 - (A) The operator has been observed to operate the vehicle in an unsafe manner;
 - (B) The operator has been involved in an accident or near-miss incident;

(C) The operator has received an evaluation that reveals that the operator is not operating the truck safely;

(D) The operator is assigned to drive a different type of truck; or

(E) A condition in the workplace changes in a manner that could affect safe operation of the truck.

**Performance
evaluation every
3 years**

(iii) An evaluation of each powered industrial truck operator's performance every three years shall be conducted at least once every 3 years.

**Avoidance of
duplicative
training**

(5) If an operator has previously received training in a topic specified in paragraph (1)(3) of this section, and such training is appropriate to the truck and working conditions encountered, additional training in that topic is not required if the operator has been evaluated and found competent to operate the truck safely.

Certification

(6) The employer shall certify that each operator has been trained and evaluated as required by this paragraph (1). Certification shall include the name of the operator, the date of the training, the date of the evaluation, and the identity of the person(s) performing the training or evaluation.

Dates

(7) The employer shall ensure that operators of powered industrial trucks are trained, as appropriate, by the following dates:

(A) If the employee was hired prior to December 1, 1999, the initial training and evaluation of that employee must be completed by December 1, 1999.

(B) If the employee was hired after December 1, 1999, the initial training and evaluation of that employee must be completed before the employee is assigned to operate a powered industrial truck.

**Overhead and Gantry Cranes Moving the Load
1910.179(n)(3)(ix)**

**Qualified
person in
charge**

(ix) When two or more cranes are used to lift a load, one qualified responsible person shall be in charge of the operation. He shall analyze the operation and instruct all personnel involved in the proper positioning, rigging of the load, and the movements to be made.

**Fire extinguishers
1910.179(o)(3)**

(3) The employer shall insure that operators are familiar with the operation and care of fire extinguishers provided.

**Crawler Locomotives and Truck Cranes
1910.180(i)(5)(ii)**

(ii) Operating and maintenance personnel shall be made familiar with the use and care of the fire extinguishers provided.

Subpart O Machinery and Machine Guarding 1910.211—2920.329

Mechanical Power Presses 1910.217(e)(3)

Training of maintenance personnel

(3) It shall be the responsibility of the employer to insure the original and continuing competence of personnel caring for, inspecting, and maintaining power presses.

1910.217(f)(2)

Instruction to operators

(2) The employer shall train and instruct the operator in the safe method of work before starting work on any operation covered by this section. The employer shall insure by adequate supervision that correct operating procedures are being followed.

Operator Training 1910.217(H)(13)(i)(A) through (E) and (ii)1

Annual retraining

(i) The operator training required by paragraph (f)(2) of this section shall be provided to the employee before the employee initially operates the press and as needed to maintain competence, but not less than annually thereafter. It shall include instruction relative to the following items for presses used in the PSDI mode:

Content

(A) The manufacturer's recommended test procedures for checking operation of the presence sensing device. This shall include the use of the test rod required by paragraph (h)(10)(i) of this section.

(B) The safety distance required.

(C) The operation, function and performance of the PSDI mode.

(D) The requirements for hand tools that may be used in the PSDI mode.

(E) The severe consequences that can result if he or she attempts to circumvent or bypass any of the safeguard or operating functions of the PSDI system.

Certification record

(ii) The employer shall certify that employees have been trained by preparing a certification record which includes the identity of the person or the person who conducted the training, and the date the training was completed. The certification record shall be prepared at the completion of training and shall be maintained on file for the duration of the employee's employment. The certification record shall be made available upon request to the Assistant Secretary for Occupational Safety and Health.

Forging Machines 1910.218(a)(2)(iii)

Inspection and maintenance

(2) It shall be the responsibility of the employer to maintain all forge shop equipment in a condition which will ensure continued safe operation. This responsibility includes:

(iii) Training personnel for the proper inspection and maintenance of forging machinery and equipment.

Subpart Q Welding, Cutting, and Brazing

1910.251—1910.255

Welding, Cutting, and Brazing—General Requirements

1910.252(a)(2)(xiii)(C)

Management

(xiii) Management shall recognize its responsibility for the safe usage of cutting and welding equipment on its property and:

(C) Insist that cutters or welders and their supervisors are suitably trained in the safe operation of their equipment and the safe use of the process.

Oxygen—Fuel Gas Welding and Cutting

1910.253(a)(4)

Workers

(4) Workmen in charge of the oxygen or fuel-gas supply equipment, including generators, and oxygen or fuel-gas distribution piping systems shall be instructed by their employers for this important work before being left in charge. Rules and instructions covering the operation and maintenance of oxygen or fuel-gas supply equipment including generators, and oxygen or fuel-gas distribution piping systems shall be readily available.

Arc Welding and Cutting

1910.254(a)(3)

Training

(3) Workmen designated to operate arc welding equipment shall have been properly instructed and qualified to operate such equipment as specified in paragraph (d) of this section.

Resistance Welding

1910.255(a)(3)

Workers

(3) Workmen designated to operate resistance welding equipment shall have been properly instructed and judged competent to operate such equipment.

Subpart R Special Industries

1910.261—1910.272

Pulp, Paper, and Paperboard Mills

1910.261(h)(3)(ii)

Instruction in use of gas masks

(ii) Gas masks capable of absorbing chlorine shall be supplied, conveniently placed, and regularly inspected, and workers who may be exposed to chlorine gas shall be instructed in their use.

Laundry Machinery and Operating Rules

1910.264(d)(1)(v)

Instruction of employees

(v) Employees shall be properly instructed as to the hazards of their work and be instructed in safe practices, by bulletins, printed rules, and verbal instructions.

Sawmills
1910.265(c)(3)(x)

Lift trucks

(x) Lift trucks shall be designed, constructed, maintained, and operated in accordance with the requirements of 1910.178.

Logging
1910.266(i)(1) and (2)(i) through (iv); (3)(i) through (vi); (4) and (5)(i) through (iv); (6) and (7)(i) through (iii); (8) and (9)

Training

(i) (1) The employer shall provide training for each employee, including supervisors, at no cost to the employee.

Frequency

(2) Training shall be provided as follows:

(i) As soon as possible but not later than the effective date of this section for initial training for each current and new employee;

(ii) Prior to initial assignment for each new employee;

(iii) Whenever the employee is assigned new work tasks, tools, equipment, machines, or vehicles; and

(iv) Whenever an employee demonstrates unsafe job performance.

Content

(3) At a minimum, training shall consist of the following elements:

(i) Safe performance of assigned work tasks;

(ii) Safe use, operation, and maintenance of tools, machines, and vehicles the employee uses or operates, including emphasis on understanding and following the manufacturer's instructions, warnings, and precautions;

(iii) Recognition of safety and health hazards associated with the employee's specific work tasks, including the use of measures and work practices to prevent or control those hazards;

(iv) Recognition, prevention, and control of other safety and health hazards in the logging industry;

(v) Procedures, practices, and requirements of the employer's work site; *and*

(vi) The requirements of this standard.

(4) Training of an employee due to unsafe job performance, or assignment of new work tasks, tools, equipment, machines, or vehicles may be limited to those elements in paragraph (I)(3) of this section which are relevant to the circumstances giving rise to the need for training.

Portability of training

(5) (i) Each current employee who has received training in the particular elements specified in paragraph (i)(3) of this section shall not be required to be retrained in those elements.

(ii) Each new employee who has received training in the particular elements specified in paragraph (i)(3) of this section shall not be required to be retrained in those elements prior to initial assignment.

(iii) The employer shall train each current and new employee in those elements for which the employee has not received training.

(iv) The employer is responsible for ensuring that each current and new employee can properly and safely perform the work tasks and operate the tools, equipment, machines, and vehicles used in their job.

(6) Each new employee and each employee who is required to be trained as specified in paragraph (i)(2) of this section, shall work under the close supervision of a designated person until the employee demonstrates to the employer the ability to safely perform the new duties independently.

First-aid and CPR training

(7) (i) The employer shall assure that each employee, including supervisors, receives or has received first-aid and CPR training meeting at least the requirements specified in Appendix B of this standard.

**First-aid — every 3 years
CPR—annually**

(ii) The employer shall assure that each employee receives first-aid training CPR—annually at least every 3 years and receives CPR training at least annually.

(iii) The employer shall assure that each employee's first-aid and CPR training and/or certificate of training remain current.

(8) All training shall be conducted by a designated person.

Understanding training

(9) The employer shall assure that all training required by this section is presented in a manner that the employee is able to understand. The employer shall assure that all training materials used are appropriate in content and vocabulary to the educational level, literacy, and language skills of the employees being trained.

**Telecommunications
1910.268(b)(2)(i)**

Instruction in emergency procedures

(i) Employees assigned to work with storage batteries shall be instructed in emergency procedures such as dealing with accidental acid spills.

1910.268(c)(1) through (3)

Training

(c) Employees assigned to work with storage batteries shall be instructed in emergency procedures such as dealing with accidental acid spills. Employers shall provide training in the various precautions and safe practices described in this section and shall insure that employees do not engage in the activities to which this section applies until such employees have received proper training in the various precautions and safe practices required by this section. However, where the employer can demonstrate that an employee is already trained in the precautions and safe practices required by this section prior to his employment, training need not be provided to that employee in accordance with this section. Where training is required, it shall consist of on-the-job training or classroom-type training or a combination of both. The employer shall certify that employees have been trained by preparing a certification record which includes the identity of the person trained, the signature of the employer or the person who conducted the training, and the date the training was completed. The certification record shall be prepared at the completion of training and shall be maintained

Certification

on file for the duration of the employee's employment. The certification record shall be made available upon request to the Assistant Secretary for Occupational Safety and Health. Such training shall, where appropriate, include the following subjects:

Content

- (1) Recognition and avoidance of dangers relating to encounters with harmful substances and animal, insect, or plant life;
- (2) Procedures to be followed in emergency situations; *and*
- (3) First-aid training, including instruction in artificial respiration.

**Derrick Trucks
1910.268(j)(4)(iv)(D)**

Training

(D) Only persons trained in the operation of the derrick shall be permitted to operate the derrick.

**Cable Fault Locating
1910.268(l)(1)**

Cable fault locating and testing

(l) (1) Employees involved in using high voltages to locate trouble or test cables shall be instructed in the precautions necessary for their own safety and the safety of other employees.

**Guarding Manholes
1910.268(o)(1)(ii)**

First-aid training

(ii) While work is being performed in the manhole, a person with basic first-aid training shall be immediately available to render assistance if there is cause for believing that a safety hazard exists, and if the requirements contained in paragraphs (d)(1) and (o)(1)(i) of this section do not adequately protect the employee(s).

**Joint Power and Telecommunication Manholes
1910.268(o)(3)**

First-aid training

(3) While work is being performed in a manhole occupied jointly by an electric utility and a telecommunication utility, an employee with basic first-aid training shall be available in the immediate vicinity to render emergency assistance as may be required. The employee whose presence is required in the immediate vicinity for the purposes of rendering emergency assistance is not to be precluded from occasionally entering a manhole to provide assistance other than in an emergency. The requirement of this paragraph (o)(3) does not preclude a qualified employee, working alone, from entering for brief periods of time, a manhole where energized cables or equipment are in service, for the purpose of inspection, housekeeping, taking readings, or similar work if such work can be performed safely.

**Tree Trimming—Electrical Hazards
1910.268(q)(1)(ii)(A) through (D)**

Training content

- (ii) Employees engaged in line clearing operations shall be instructed that:
 - (A) A direct contact is made when any part of the body touches or contacts an energized conductor, or other energized electrical fixture or apparatus.

(B) An indirect contact is made when any part of the body touches any object in contact with an energized electrical conductor, or other energized fixture or apparatus.

(C) An indirect contact can be made through conductive tools, tree branches, trucks, equipment, or other objects, or as a result of communications wires, cables, fences, or guy wires being accidentally energized.

(D) Electric shock will occur when an employee, by either direct or indirect contact with an energized conductor, energized tree limb, tool, equipment, or other object, provides a path for the flow of electricity to a grounded object or to the ground itself. Simultaneous contact with two energized conductors will also cause electric shock which may result in serious or fatal injury.

1910.268(q)(2)(ii)

Qualified persons

(ii) Only qualified employees or trainees, familiar with the special techniques and hazards involved in line clearance, shall be permitted to perform the work if it is found that an electrical hazard exists.

1910.268(q)(2)(iii)

Second qualified person

(iii) During all tree working operations aloft where an electrical hazard of more than 750V exists, there shall be a second employee or trainee qualified in line clearance tree trimming within normal voice communication.

Electric Power Generation, Transmission, and Distribution

1910.269(b)(1)(i) and (ii); (d)(vi)(A) through (C); (vii); (viii)(A) through (C); and (ix)

Medical services and first aid

(b) The employer shall provide medical services and first aid as required in Section 1910.151 of this part. In addition to the requirements of Section 1910.151 of the Part, the following requirements also apply:

Cardio-pulmonary resuscitation and first-aid training

(1) When employees are performing work on or associated with exposed lines or equipment energized at 50 volts or more, persons trained in first aid including cardiopulmonary resuscitation (CPR) shall be available as follows:

(i) For field work involving two or more employees at a work location, at least two trained persons shall be available. However, only one trained person need be available if all new employees are trained in first aid, including CPR, within 3 months of their hiring dates.

(ii) For fixed work locations such as generating stations, the number of trained persons available shall be sufficient to ensure that each employee exposed to electric shock can be reached within 4 minutes by a trained person. However, where the existing number of employees is insufficient to meet this requirement (at a remote substation, for example), all employees at the work location shall be trained.

Hazardous energy control (lockout/tagout)

(d) (vi) The employer shall provide training to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of energy controls are acquired by employees. The training shall include the following:

Content

(A) Each authorized employee shall receive training in the recognition of applicable hazardous energy sources, the type and magnitude of energy available in the workplace, and in the methods and means necessary for energy isolation and control.

(B) Each affected employee shall be instructed in the purpose and use of the energy control procedure.

(C) All other employees whose work operations are or may be in an area where energy control procedures may be used shall be instructed about the procedures and about the prohibition relating to attempts to restart or reenergize machines or equipment that are locked out or tagged out.

(vii) When tagout systems are used, employees shall also be trained in the limitation of tags.

Retraining

(viii) Retraining shall be provided by the employer as follows:

(A) Retraining shall be provided for all authorized and affected employees whenever there is a change in their job assignments, a change in machines, equipment, or processes that present a new hazard or whenever there is a change in the energy control procedures.

(B) Retraining shall also be conducted whenever a periodic inspection under paragraph (d)(2)(v) of this section reveals, or whenever the employer has reason to believe, there are deviations from or inadequacies in an employee's knowledge or use of the energy control procedures.

(C) The retraining shall reestablish employee proficiency and shall introduce new or revised control methods and procedures, as necessary.

**Grain Handling Facilities
1910.272(e)(1)(i) and (ii) and (2)**

Training

(e)(1) The employer shall provide training to employees at least annually and when changes in job assignment will expose them to new hazards. Current employees, and new employees prior to starting work, shall be trained in at least the following:

Content

(i) General safety precautions associated with the facility, including recognition and preventive measures for the hazards related to dust accumulations and common ignition sources such as smoking; *and*

(ii) Specific procedures and safety practices applicable to their job tasks including but not limited to, cleaning procedures for grinding equipment, clearing procedures for choked legs, housekeeping procedures, hot work procedures, preventive maintenance procedures and lock-out/tag-out procedures.

(2) Employees assigned special tasks, such as bin entry and handling of flammable or toxic substances, shall be provided training to perform these tasks safely.

**Entry into Bins, Silos, and Tanks
1910.272(g)(5)**

**Training in
rescue
procedures**

(5) The employee acting as observer shall be trained in rescue procedures, including notification methods for obtaining additional assistance.

Contractors
1910.272(h)(2)

(2) The employer shall explain the applicable provisions of the emergency action plan to contractors.

Subpart S
Electrical
1910.301—1910.399

Content of Training
1910.332(b)(1)

**Practices
addressed in
this standard**

Employees shall be trained in and familiar with the safety-related work practices required by §§1910.331 through 1910.335 that pertain to their respective job assignments.

Subpart T
Commercial Diving Operations
1910.401—1910.441

Qualifications of Dive Team
1910.410(a)(1); (2)(i) through (iii); (3) and (4)

Training

(1) Each dive team member shall have the experience or training necessary to perform assigned tasks in a safe and healthful manner.

(2) Each dive team member shall have experience or training in the following:

Content

(i) The use of tools, equipment, and systems relevant to assigned tasks;

(ii) Techniques of the assigned diving mode; *and*

(iii) Diving operations and emergency procedures.

(3) All dive team members shall be trained in cardiopulmonary resuscitation and first aid (American Red Cross standard course or equivalent).

(4) Dive team members who are exposed to or control the exposure of others to hyperbaric conditions shall be trained in diving related physics and physiology.

1910.410(b)(1)

(1) Each dive team member shall be assigned tasks in accordance with the employee's experience or training, except that limited additional tasks may be assigned to an employee undergoing training provided that these tasks are performed under the direct supervision of an experienced dive team member.

1910.410(c)(2)

(2) The designated person-in-charge shall have experience and training in the conduct of the assigned diving operation.

Subpart Z Toxic and Hazardous Substances 1910.1000—1910.1450

Asbestos

1910.1001(j)(7)(i) through (iii)(A) through (H)

Communication of hazards to employees Employee information and training

(i) The employer shall institute a training program for all employees who are exposed to airborne concentrations of asbestos at or above the PEL and/or excursion limit, and ensure their participation in the program.

When Annual retraining

(ii) Training shall be provided prior to or at the time of initial assignment and at least annually thereafter.

(iii) The training program shall be conducted in a manner which the employee is able to understand. The employer shall ensure that each employee is informed of the following:

Content

(A) The health effects associated with asbestos exposure to asbestos-producing lung cancer;

(B) The relationship between smoking and exposure to asbestos-producing lung cancer;

(C) The quantity, location, manner of use, release, and specific nature of operations which could result in exposure to asbestos;

(D) The engineering controls and work practices associated with the employee's job assignment;

(E) The specific procedures implemented to protect employees from exposure to asbestos, such as appropriate work practices, emergency and cleanup procedures, and personal protective equipment to be used;

(F) The purpose, proper use, and limitations of respirators and protective clothing if appropriate;

(G) The purpose and a description of the medical surveillance program required by paragraph (I) of this section;

(H) The content of this standard including appendices.

13 Carcinogens

4-Nitrobiphenyl—CAS No. 92933

Alpha-Naphthylamine—CAS No. 134237

Methyl Chloromethyl Ether—CAS No. 107302

3,3'-Dichlorobenzidine (and its salts)—CAS No. 91941

Bis-Chloromethyl Ether—CAS No. 542881

Beta-Naphthylamine—CAS No. 91598

Benzidine—CAS No. 92875

4-Aminodiphenyl—CAS No. 92671

Ethyleneimine—CAS No. 151564

Beta-Propiolactone—CAS No. 57578

2-Acetylaminofluorene—CAS No. 53963

4-Dimethylaminoazobenzene—CAS No. 60117

N-Nitrosodimethyl-amine—CAS No. 62759

1910.1003(e)(5)(i)(a) through (h)(i) and (ii)

Training program

(i) Each employee prior to being authorized to enter a regulated area, shall receive a training and indoctrination program including, but not necessarily limited to:

Content

(a) The nature of the carcinogenic hazards of a carcinogen addressed by this section, including local and systemic toxicity;

(b) The specific nature of the operation involving a carcinogen addressed by this section which could result in exposure;

(c) The purpose for and application of the medical surveillance program, including, as appropriate, methods of self-examination;

(d) The purpose for and application of decontamination practices and purposes;

(e) The purpose for and significance of emergency practices and procedures;

(f) The employee's specific role in emergency procedures;

(g) Specific information to aid the employee in recognition and evaluation of conditions and situations which may result in the release of a carcinogen addressed by this section;

(h) The purpose for and application of specific first-aid procedures and practices;

Annual review

(i) A review of this section at the employee's first training and indoctrination program and annually thereafter.

Posting

(ii) Specific emergency procedures shall be prescribed, and posted, and employees shall be familiarized with their terms, and rehearsed in their application.

Vinyl Chloride

1910.1017(j)(1)(i) through (ix)

Training

(j) Each employee engaged in vinyl chloride or polyvinyl chloride operations shall be provided training in a program relating to the hazards of vinyl chloride and precautions for its safe use.

(1) The program shall include:

Content

(i) The nature of the health hazard from chronic exposure to vinyl chloride including specifically the carcinogenic hazard;

(ii) The specific nature of operations which could result in exposure to vinyl chloride in excess of the permissible limit and necessary protective steps;

- (iii) The purpose for, proper use of, and limitations of respiratory protective devices;
- (iv) The fire hazard and acute toxicity of vinyl chloride, and the necessary protective steps;
- (v) The purpose for and a description of the monitoring program;
- (vi) The purpose for, and a description of, the medical surveillance program;
- (vii) Emergency procedures;
- (viii) Specific information to aid the employee in recognition of conditions which may result in the release of vinyl chloride; *and*

Annual review

- (ix) A review of this standard at the employee's first training and indoctrination program, and annually thereafter.

Inorganic Arsenic

1910.1018(o)(1)(i) and (ii)(A) through (F) and (2)(i) and (ii)

Training program

(1) (i) The employer shall institute a training program for all employees who are subject to exposure to inorganic arsenic above the action level without regard to respirator use, or for whom there is a possibility of skin or eye irritation from inorganic arsenic. The employer shall assure that those employees participate in the training program.

(ii) The training program shall be provided ... at the time of initial assignment ... and shall be repeated at least quarterly for employees who have optional use of respirators and at least annually for other covered employees thereafter, and the employer shall assure that each employee is informed of the following:

Annual retraining Content

(A) The information contained in Appendix A;

(B) The quantity, location, manner of use, storage, sources of exposure, and the specific nature of operations which could result in exposure to inorganic arsenic as well as any necessary protective steps;

(C) The purpose, proper use, and limitations of respirators;

(D) The purpose and a description of the medical surveillance program as required by paragraph (n) of this section;

(E) The engineering controls and work practices associated with the employee's job assignment; *and*

(F) A review of this standard.

Access to training materials

(2)(i) The employer shall make readily available to all affected employees a copy of this standard and its appendices.

(ii) The employer shall provide, upon request, all materials relating to the employee information and training program to the Assistant Secretary and the Director.

Lead

1910.1025(l)(1)(i) through (v)(A) through (G)(2)(i) through (iii)

(i) Each employer who has a workplace in which there is a potential exposure to airborne lead at any level shall inform employees of the content of Appendices A and B of this regulation.

Training

(ii) The employer shall institute a training program for and assure the participation of all employees who are subject to exposure to lead at or above the action level or for whom the possibility of skin or eye irritation exists.

When

(iii) The employer shall provide initial training ... prior to the time of initial job assignment for those employees ...

Annual refresher

(iv) The training program shall be repeated at least annually for each employee.

(v) The employer shall assure that each employee is informed of the following:

Content

(A) The content of this standard and its appendices;

(B) The specific nature of the operations which could result in exposure to lead above the action level;

(C) The purpose, proper selection, fitting, use, and limitations of respirators;

(D) The purpose and a description of the medical surveillance program, and the medical removal protection program including information concerning the adverse health effects associated with excessive exposure to lead (with particular attention to the adverse reproductive effects on both males and females);

(E) The engineering controls and work practices associated with the employee's job assignment;

(F) The contents of any compliance plan in effect; *and*

(G) Instructions to employees that chelating agents should not routinely be used to remove lead from their bodies and should not be used at all except under the direction of a licensed physician.

Access to information

(2) Access to information and training materials.

(i) The employer shall make readily available to all affected employees a copy of this standard and its appendices.

(ii) The employer shall provide, upon request, all materials relating to the employee information and training program to the Assistant Secretary and the Director.

(iii) In addition to the information required by paragraph (l)(1)(v), the employer shall include as part of the training program, and shall distribute to employees, any materials pertaining to the Occupational Safety and Health Act, the regulations issued pursuant to that Act, and this lead standard, which are made available to the employer by the Assistant Secretary.

Cadmium

1910.1027(m)(4)(i) through (iii) (A) through (H) and (m)(4)(iv)(A) and (B)

Employee information and training

(4) (i) The employer shall institute a training program for all employees who are potentially exposed to cadmium, assure employee participation in the program, and maintain a record of the contents of such a program.

When Refresher training

(ii) Training shall be provided prior to or at the time of initial assignment to a job involving potential exposure to cadmium and at least annually thereafter.

(iii) The employer shall make the training program understandable to the employee and assure that each employee is informed of the following:

Content

(A) The health hazards associated with cadmium exposure, with special attention to the information incorporated in appendix A of the standard;

(B) The quantity, location, manner of use, release, and storage of cadmium in the workplace and the specific nature of operations that could result in exposure to cadmium, especially exposures above the permissible exposure limits (PELs);

(C) The engineering and work practices associated with the employee's job assignment;

(D) The measures employees can take to protect themselves from exposure to cadmium, including modification of such habits as smoking and personal hygiene, and specific procedures the employer has implemented to protect employees from exposure to cadmium such as appropriate work practices, emergency procedures, and the provision of personal protective equipment;

(E) The purpose, proper selection, fitting, proper use, and limitations of respirators and protective clothing;

(F) The purpose and a description of the medical surveillance program required by paragraph (l) of the standard's training section;

(G) The contents of the training section and the appendices of the cadmium standard;

Employee rights

(H) The employees' rights of access to records under the Access to Employee Exposure and Medical Records rule, 29 CFR 1910.20.

(m)(4)(iv) Additional access to information and training programs and materials.

(A) The employer shall make a copy of this section and its appendices readily available without cost to all affected employees and shall provide a copy if requested.

(B) The employer shall provide to the Assistant Secretary or the Director, upon request, all materials relating to the employee information program.

Benzene

1910.1028(j)(3) (i) through (iii)(A) and (B)

Information and training When Annual training

(3) (i) The employer shall provide employees with information and training at the time of their initial assignment to a work area where benzene is present. If exposures are above the action level, employees shall be provided with information and training at least annually thereafter.

(ii) The training program shall be in accordance with the requirements of 29 CFR 1910.1200(h)(1) and (2), and shall include specific information on benzene for each category of information included in that section.

(iii) In addition to the information required under 29 CFR 1910.1200, the employer shall:

Additional information

(A) Provide employees with an explanation of the contents of this section, including Appendices A and B, and indicate to them where the standard is available; *and*

(B) Describe the medical surveillance program required under paragraph (i) of this section, and explain the information contained in Appendix C.

Coke Oven Emissions

1910.1029(k)(1) (i) through (iv)(a) through (e) and (k)(2)(i) and (ii)

Training program

(1) (i) The employer shall institute a training program for employees who are employed in the regulated area and shall assure their participation.

When

(ii) The training program shall be provided ... for employees ... at the time of initial assignment to a regulated area.

Annual refresher

(iii) The training program shall be provided at least annually for all employees who are employed in the regulated area ...

Content

(iv) The training program shall include informing each employee of:

(a) The information contained in the substance information sheet for coke oven emissions (Appendix A);

(b) The purpose, proper use, and limitations of respiratory protective devices required in accordance with paragraph (g) of this section;

(c) The purpose for and a description of the medical surveillance program required by paragraph (j) of this section including information on the occupational safety and health hazards associated with exposure to coke oven emissions;

(d) A review of all written procedures and schedules required under paragraph (f) of this section; *and*

(e) A review of this standard.

Access to training materials

(2)(i) The employer shall make a copy of this standard and its appendices readily available to all employees who are employed in the regulated area.

(ii) The employer shall provide upon request all materials relating to the employee information and training program to the Secretary and the Director.

Bloodborne Pathogens

1910.1030(g)(2)(i); (ii)(A) and (ii)(C); (iii) through (vii)(A) through (N); (viii) and (ix)(A) through (C)

Information and training

(2)(i) Employers shall ensure that all employees with occupational exposure participate in a training program which must be provided at no cost to the employee and during working hours.

(ii) Training shall be provided as follows:

When

(A) At the time of initial assignment to tasks where occupational exposure may take place;

(B) Within 90 days after the effective date of this standard; *and*

Annual retraining

(C) At least annually thereafter.

(iii) For employees who have received training on bloodborne pathogens in the year preceding the effective date of the standard, only training with respect to the provisions of the standard which were not included need be provided.

Refreshers

(iv) Annual training for all employees shall be provided within one year of their previous training.

(v) Employers shall provide additional training when changes such as modification of tasks or procedures or institution of new tasks or procedures affect the employee's occupational exposure. The additional training may be limited to addressing the new exposures created.

(vi) Material appropriate in content and vocabulary to educational level, literacy, and language of employees shall be used.

(vii) The training program shall contain at a minimum the following elements:

Content

(A) An accessible copy of the regulatory text of this standard and an explanation of its contents;

(B) A general explanation of the epidemiology and symptoms of bloodborne diseases;

(C) An explanation of the modes of transmission of bloodborne pathogens;

Access to exposure control plan

(D) An explanation of the employer's exposure control plan and the means by which the employee can obtain a copy of the written plan;

(E) An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials;

(F) An explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate engineering controls, work practices, and personal protective equipment;

(G) Information on the types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment;

(H) An explanation of the basis for selection of personal protective equipment;

(I) Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine and vaccination will be offered free of charge;

(J) Information on the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials;

(K) An explanation of the procedures to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available;

(L) Information on the post exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident;

(M) An explanation of the signs and labels and/or color coding required by paragraph (g)(1); *and*

(N) An opportunity for interactive questions and answers with the person conducting the training session.

Qualifications of trainer

(viii) The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program as it relates to the workplace that the training will address.

Additional training for employees in HIV and HBC laboratories and production facilities

(ix) Additional initial training for employees in HIV and HBV laboratories and production facilities. Employees in HIV or HBV research laboratories and HIV or HBV production facilities shall receive the following initial training in addition to the above training requirements:

(A) The employer shall assure that employees demonstrate proficiency in standard microbiological practices and techniques and in the practices and operations specific to the facility before being allowed to work with HIV or HBV.

(B) The employer shall assure that employees have prior experience in the handling of human pathogens or tissue cultures before working with HIV or HBV.

(C) The employer shall provide a training program to employees who have no prior experience in handling human pathogens. Initial work activities shall not include the handling of infectious agents. A progression of work activities shall be assigned as techniques are learned and proficiency is developed. The employer shall assure that employees participate in work activities involving infectious agents only after proficiency has been demonstrated.

Cotton Dust

1910.1043(i)(1)(i)(A) through (F) and (2)(i) and (ii)

Employee education and training program

(i) (1) (i) The employer shall provide a training program for all employees exposed to cotton dust and shall assure that each employee is informed of the following:

Content

(A) The acute and long term health hazards associated with exposure to cotton dust;

(B) The names and descriptions of jobs and processes which could result in exposure to cotton dust at or above the PEL.

(C) The measures, including work practices required by paragraph (g) of the standard, necessary to protect the employee from exposures in excess of the permissible exposure limit;

(D) The purpose, proper use and limitations of respirators required by paragraph (f) of this section;

(E) The purpose for and a description of the medical surveillance program required by paragraph (h) of the standard and other information which will aid exposed employees in understanding the hazards of cotton dust exposure; *and*

(F) The contents of the standard and its appendices.

**When
Annual
retraining**

(ii) The training program shall be provided prior to initial assignment and shall be repeated annually for each employee exposed to cotton dust, when job assignments or work processes change, and when employee performance indicates a need for retraining.

**Access to
training
materials**

(2) (i) Each employer shall post a copy of this section with its appendices in a public location at the workplace, and shall, upon request, make copies available to employees.

(ii) The employer shall provide all materials relating to the employee training and information program to the Assistant Secretary and the Director upon request.

**1,2-Dibromo-3-Chloro-propane (DBCP)
1910.1044(n)(1)(i) and(ii)(a) through (e) and (n)(2)(i) and (ii)**

**Training
program**

(1) (i) The employer shall institute a training program for all employees who may be exposed to DBCP and shall assure their participation in such a training program.

(ii) The employer shall assure that each employee is informed of the following:

Content

(a) The information contained in Appendix A;

(b) The quantity, location, manner of use, release or storage of DBCP and the specific nature of operations which could result in exposure to DBCP as well as any necessary protective steps;

(c) The purpose, proper use, and limitations of respirators;

(d) The purpose and description of the medical surveillance program required by paragraph (m) of this section; *and*

(e) A review of this standard, including appendices.

**Access to
training
materials**

(2) (i) The employer shall make a copy of this standard and its appendices readily available to all affected employees.

(ii) The employer shall provide, upon request, all materials relating to the employee information and training program to the Assistant Secretary and the Director.

**Acrylonitrile (AN) (Vinyl Cyanide)
1910.1045(o)(1) and (iii)(A) through (G) and (2)(i) and (ii)**

**Training
program**

(1) (i) By January 2, 1979, the employer shall institute a training program for and assure the participation of all employees exposed to AN above the action level, all employees whose exposures are maintained below the action level by engineering and work practice controls, and all employees subject to potential skin or eye contact with liquid AN.

**When
Annual
refreshers**

(ii) Training shall be provided at the time of initial assignment, or upon institution of the training program, and at least annually thereafter, and the employer shall assure that each employee is informed of the following:

Content

- (A) The information contained in Appendices A and B;
- (B) The quantity, location, manner of use, release, or storage of AN, and the specific nature of operations which could result in exposure to AN, as well as any necessary protective steps;
- (C) The purpose, proper use, and limitations of respirators and protective clothing;
- (D) The purpose and a description of the medical surveillance program required by paragraph (n) of this section;
- (E) The emergency procedures developed, as required by paragraph (i) of this section;
- (F) Engineering and work practice controls, their function, and the employee's relationship to these controls; *and*
- (G) A review of this standard.

**Access to
training
materials**

- (2) (i) The employer shall make a copy of this standard and its appendices readily available to all affected employees.
- (ii) The employer shall provide, upon request, all materials relating to the employee information and training program to the Assistant Secretary and the Director.

**Ethylene Oxide (EtO)
1910.1047(j)(3)(i); (ii)(A) through (D) and (iii)(A) through (D)**

**Information
and training**

(3) (i) The employer shall provide employees who are potentially exposed to EtO at or above the action level with information and training on EtO at the time of initial assignment and at least annually thereafter.

(ii) Employees shall be informed of the following:

Content

- (A) The requirements of this section with an explanation of its contents, including Appendices A and B;
- (B) Any operations in their work area where EtO is present;
- (C) The location and availability of the written EtO final rule; *and*
- (D) The medical surveillance program required by paragraph (i) of this section with an explanation of the information in Appendix C.

**Employer
training**

- (iii) Employer training shall include at least:
 - (A) Methods and observations that may be used to detect the presence or release of EtO in the work area (such as monitoring conducted by the employer, continuous monitoring devices, etc.);
 - (B) The physical and health hazards of EtO;

(C) The measures employees can take to protect themselves from hazards associated with EtO exposure, including specific procedures the employer has implemented to protect employees from exposure to EtO, such as work practices, emergency procedures, and personal protective equipment to be used; *and*

Hazard communication program

(D) The details of the hazard communication program developed by the employer, including an explanation of the labeling system and how employees can obtain and use the appropriate hazard information.

**Formaldehyde
1910.1048(n)(1) through (3)(i) and (ii)(A) and (B)(iii) through (vii)**

Participation

(n) (1) The employer shall assure that all employees who are assigned to workplaces where there is exposure to formaldehyde participate in a training program, except where the employer can show, using objective data, that employees are not exposed to formaldehyde at or above 0.1 ppm, the employer is not required to provide training.

When Annual refreshers

(2) Employers shall provide such information and training to employees at the time of initial assignment, and whenever a new exposure to formaldehyde is introduced into the work. The training shall be repeated at least annually.

Training program

(3) The training program shall be conducted in a manner which the employee is able to understand and shall include:

Content

(A) A description of the potential health hazards associated with exposure to formaldehyde and a description of the signs and symptoms of exposure to formaldehyde.

(B) Instructions to immediately report to the employer the development of any adverse signs or symptoms that the employee suspects is attributable to formaldehyde exposure.

(iii) Description of operations in the work area where formaldehyde is present and an explanation of the safe work practices appropriate for limiting exposure to formaldehyde in each job;

(iv) The purpose for, proper use of, and limitations of personal protective clothing and equipment;

(v) Instructions for the handling of spills, emergencies, and cleanup procedures;

(vi) An explanation of the importance of engineering and work practice controls for employee protection and any necessary instruction in the use of these controls; *and*

(vii) A review of emergency procedures including the specific duties or assignments of each employee in the event of an emergency.

**4,4' Methylenedianiline (MDA)
1910.1050(k)(3)(i) and(ii)(A) and (4)(i)(ii)**

**Information
and training
When
Annual
refreshers**

(3) (i) The employer shall provide employees with information and training on MDA in accordance with 29 CFR 1910.1200(h) at the time of initial assignment and at least annually thereafter.

(ii) In addition to the information required under 29 CFR 1910.1200(h) the employer shall:

(A) Provide an explanation of the contents of this section, including Appendices A and B, and indicate to employees where a copy of the standard is available.

**Access to
training
materials**

(4)(i) The employer shall make readily available to all affected employees, without cost, all written materials relating to the employee training program, including a copy of this regulation.

(ii) The employer shall provide to the Assistant Secretary of Labor and the Director, upon request, all information and training materials relating to the employee information and training program.

**Ionizing Radiation Testing
1910.1096(f)(3)(viii)**

**Knowledge of
testing signal**

(viii) Before placing the system into operation, all employees normally working in the area shall be made acquainted with the signal by actual demonstration at their work locations.

**Posting
1910.1096(i)(2)**

**Safety problems
of radiation
exposure**

(i)(2) All individuals working in or frequenting any portion of a radiation area shall be informed of the occurrence of radioactive materials or of radiation in such portions of the radiation area; shall be instructed in the safety problems associated with exposure to such materials or radiation and in precautions or devices to minimize exposure; shall be instructed in the applicable provisions of this section for the protection of employees from exposure to radiation or radioactive materials; and shall be advised of reports of radiation exposure which employees must request pursuant to the regulations in this section.

**Hazard Communication
1910.1200(h)(1),(2)(i) through (iii) and (3)(i) through (iv)**

**Employee
information
and training**

(h)(1) Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new physical or health hazard the employees have not previously been trained about is introduced into their work area.

**Material safety
data sheets**

Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals. Chemical-specific information must always be available through labels and material safety data sheets.

Information

(2) Employees shall be informed of:

(i) The requirements of this section;

(ii) Any operations in their work area where hazardous chemicals are present;
and

**Hazard
communication
program**

(iii) The location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and material safety data sheets required by this section.

Training

(3) Employee training shall include at least:

Content

(i) Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area (such as monitoring conducted by the employer, continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released, etc.);

(ii) The physical and health hazards of the chemicals in the work area;

(iii) The measures employees can take to protect themselves from these hazards, including specific procedures the employer has implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures, and personal protective equipment to be used; *and*

(iv) The details of the hazard communication program developed by the employer, including an explanation of the labeling system and the material safety data sheet, and how employees can obtain and use the appropriate hazard information.

**Occupational Exposure to Hazardous Chemicals in Laboratories
1910.1450(f)(1)(2) and (f)(4)(i)(A) through (c) and (ii)**

**Employee
information
and training**

(f)(1) The employer shall provide employees with information and training to ensure that they are apprised of the hazards of chemicals present in their work area.