

PPE Hazard Assessment Program

Guy's Construction
123 Main Street, Anytown, CA 90210

29 CFR 1910.132(d) - 4 Mandatory Certification Elements

Effective Date: June 08, 2026

SAMPLE DOCUMENT - NOT FOR COMPLIANCE USE

JURISDICTION AND REGULATORY FRAMEWORK

- PPE selection based upon site hazards, PPE use and limitations, work mission duration, PPE maintenance and storage, PPE decontamination and disposal, PPE training and proper fitting, PPE donning and doffing procedures, PPE inspection procedures, evaluation of effectiveness, and limitations during...

29 CFR 1910.120(g)(5)

- PPE maintenance and storage
- PPE donning and doffing procedures
- PPE decontamination and disposal

STATE-SPECIFIC: California has additional PPE requirements:

- increased risk of injury or illness
- authorization and use of appropriate PPE
- lockout/tagout, PPE, and qualified person procedures
- strict engineering controls, work practices, and PPE
- strict engineering controls, work practices, and PPE
- fiberboard box (4G) or fiber drum (1G) with plastic inner packaging not exceeding 5 kg (11 lbs) and maximum net mass not more than 25 kg (55 lbs)
- third physician to conduct examinations, consultations, laboratory tests and discussions with prior physicians as necessary to resolve disagreement
- a diagrammatic sketch of the mechanical installation along with a detailed explanation of the flow, procedures and frequency of well tests, calibration/proving of metering devices and allocation formulas
- the overall status of implementation of the provisions of this Part relating to the identification, inventory, and removal of underwater obstructions
- a list of interested parties (those with interests in the leases and/or units from which production is to be commingled for which the applicant has no existing commingling authority)
- employer shall assess workplace for hazards requiring PPE and select/require appropriate PPE
- employer shall provide PPE at no cost to employees (with limited exceptions for safety-toe shoes and prescription eyewear)
- written certification of hazard assessment identifying workplace, person certifying, and date
- 29 CFR 1910.132(d)(2)
- 12 broken wires
- for the duration of the employer's reliance upon such objective data
- 10 crossties
- 9 crossties
- cut by the crosstie plate through more than 40 percent of a crosstie's thickness
- The product qualifying for exemption; The source of the objective data; The testing protocol, results of testing, and/or analysis of the material for the release of MDA; A description of the operation exempted and how the data support the exemption;...
- When PPE is necessary
- maximum arresting force on an employee to 1,800 pounds when used with a body harness
- maximum arresting force on an employee to 1,800 pounds when used with a body harness

- max 1800 lb arresting force with body harness

T8 CCR 1670(b)(11)(A)

- limit maximum arresting force on employee to 1,800 pounds when used with body harness
- full body harness mandatory (body belts prohibited)

T8 CCR 1670

- safety procedures and a written safety program
- the notice in subsection 1 and with a copy of the notice of the appeal or contest
- inspection by competent person before each shift and after modification

29 CFR 1926.1412

- operator of the determination within a reasonable time of not more than 14 days after receipt of the applicant's administratively complete organization report renewal packet
- illumination of station and use of reflectorized high-visibility garments visible at 1,000 feet
- increased risk of being struck by vehicles
- at not more than 6-foot intervals with high-visibility material
- provision and wearing of warning vests or other suitable garments marked with or made of reflectorized or high-visibility material
- an engineer currently registered in the State of California with a copy of the engineering drawing(s) kept at the worksite and made available to the Division upon request
- all information specified in the statutory section requiring the plat
- the general movement requirements contained in paragraphs (b)(1) and (b)(2) of this section
- ventilating air has passed over the blast area and through at least one atmospheric monitoring sensor
- §§ 250.851(a) and 250.1629(b)

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1.0 PROGRAM OVERVIEW

Guy's Construction maintains this PPE Hazard Assessment Program per 29 CFR 1910.132(d). The standard requires a workplace-specific hazard assessment documented with a written certification containing four mandatory elements.

A generic PPE policy is NOT a hazard assessment. OSHA will cite for missing certification even if PPE is provided and worn.

2.0 FOUR MANDATORY CERTIFICATION ELEMENTS

29 CFR 1910.132(d)(2) requires all four:

Element	Requirement	Example
1. Workplace ID	Identify specific workplace evaluated	Building A, 2nd Floor; or 721 Harte St, Concrete Pour
2. Name of certifier	Person who performed assessment	Michael Torres, Safety Director
3. Date	Date assessment was performed	April 10, 2026
4. Statement	Certification statement	'I certify that a hazard assessment has been performed for this workplace.'

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3.0 SEVEN HAZARD CATEGORIES

Category	Hazard Sources	PPE Examples
1. Impact	Falling objects, flying particles, struck-by, material handling	Hard hats, safety glasses, face shields, metatarsal guards
2. Penetration	Nails, screws, sharp edges, puncture, stepping on objects	Steel-toe boots, puncture-resistant soles, cut-resistant gloves
3. Compression	Pinch points, crush, rolling equipment, heavy objects	Safety-toe footwear, metatarsal guards
4. Chemical	Splashes, spills, vapors, fumes, dust, mists	Chemical goggles, face shields, chem-resistant gloves, respirators
5. Heat/Cold	Hot surfaces, molten metal, sparks, extreme cold	Insulated gloves, heat-resistant clothing, cold-weather gear
6. Harmful dust	Silica, wood, metal, drywall, concrete dust	Respirators (N95 min), goggles, protective clothing
7. Optical radiation	Welding arc, cutting torch, laser, UV	Welding helmets (shade per op), tinted glasses, laser goggles

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4.0 HAZARD ASSESSMENT PROCESS

Step 1: Survey

Walk through workplace. Observe operations. Interview employees about hazards.

Step 2: Identify

List specific hazards per area/task using 7 categories. Document body parts at risk and severity.

Step 3: Evaluate Controls

Determine existing engineering/admin controls. Identify residual hazards.

Step 4: Select PPE

For each residual hazard, select PPE meeting ANSI/ASTM standards. Consider comfort, fit, compatibility.

Step 5: Certify

Complete Appendix A with all 4 mandatory elements. Sign and date.

Step 6: Communicate

Inform employees of hazards, PPE selected, proper use/care/limitations. Train per Section 8.0.

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5.0 PPE SELECTION STANDARDS

PPE Type	Standard	Key Selection Factors
Head	ANSI Z89.1	Type I (top) or II (top+lateral). Class E (20kV), G (2.2kV), C (none)
Eye/Face	ANSI Z87.1	Z87+ for high impact. Side shields for particles. Shade # for welding
Foot	ASTM F2413	Impact (I/75, I/50), compression (C/75), puncture-resistant, EH rated
Hand	ANSI 105	Cut level (A1-A9), puncture, chemical permeation. Task-specific.
Hi-Vis	ANSI 107	Class 1 (low traffic), 2 (near vehicles), 3 (high-speed traffic)
Hearing	ANSI S3.19	NRR rating. Reduce below 85 dBA TWA.
Respiratory	NIOSH 42 CFR 84	APF matched to exposure. Requires separate Resp Protection Program.
Fall	ANSI Z359	Harness (Z359.11), SRL (Z359.14), connectors (Z359.12)

6.0 PPE BY BODY REGION

6.1 Head

- Hard hat required on all active construction sites (default requirement)
- Type II (lateral impact) for steel erection, overhead exposure, confined spaces
- Class E for electrical work. Replace after any impact or per manufacturer (typically 5 years).

6.2 Eyes and Face

- Safety glasses (Z87+) with side shields: minimum on all construction sites
- Goggles: grinding, chipping, concrete cutting, chemical splash
- Face shield: grinding, chipping (over safety glasses), chemical splash, hot work

6.3 Hands

- Task-specific: leather for general handling, cut-resistant for sharp materials, chemical-resistant per SDS, insulated for electrical
- No one glove fits all tasks. Match cut level and chemical resistance to the specific hazard.

6.4 Feet

- Steel or composite toe (ASTM F2413): minimum on all construction sites
- Puncture-resistant sole: required where nails/sharp objects on ground (framing, demolition)
- EH rated: electrical work. Metatarsal: heavy material handling.

6.5 Hearing

- Required when noise exposure exceeds 85 dBA TWA (action level) or 90 dBA TWA (PEL)
- Types: foam plugs (NRR 29-33), pre-molded plugs (NRR 22-27), earmuffs (NRR 20-30)
- Dual protection (plugs + muffs) for exposures >100 dBA

7.0 ASSESSMENT TRIGGERS

Re-assess when conditions change, not on a calendar:

- New process, equipment, or materials introduced
- Job tasks change or new trade mobilizes
- Injury or near-miss suggests PPE was inadequate
- New hazard information (updated SDS, new exposure data)
- New PPE technology available (better protection, improved comfort)
- Employee reports discomfort, interference, or inadequacy of current PPE

8.0 TRAINING

- Before using any PPE: when required, what type, how to don/doff/adjust, limitations, care/maintenance
- Retrain when: PPE changes, employee demonstrates improper use, workplace conditions change
- Employee must demonstrate understanding (not just attend)

9.0 PPE MAINTENANCE AND REPLACEMENT

- Inspect PPE before each use. Remove defective equipment from service.
- Clean and store per manufacturer instructions
- Replace: when damaged, after impact (hard hats, harnesses), per manufacturer service life
- Employer provides PPE at no cost to the employee (except prescription safety glasses and everyday footwear meeting minimum standards)

10.0 RECORDKEEPING

- PPE Hazard Assessment Certifications (Appendix A): retain for life of the assessment + 1 year
- PPE training records: duration of employment
- PPE inspection records (fall protection): per Fall Protection Equipment Inspection program

California STATE-SPECIFIC REQUIREMENTS

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APPENDIX A: PPE HAZARD ASSESSMENT CERTIFICATION FORM

Complete one form per workplace/work area/job task assessed.

Workplace/Area: _____

Date of Assessment: _____

Assessor Name: _____

Title: _____

Hazards Identified

Hazard Category	Specific Hazard	Body Part(s)	PPE Selected	Standard
Impact				
Penetration				
Compression				
Chemical				
Heat/Cold				
Dust				
Optical				

I certify that a workplace hazard assessment has been performed for the workplace identified above in accordance with 29 CFR 1910.132(d).

Assessor (Certifier): _____

Date: _____

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APPENDIX B: JOB/TASK PPE MATRIX

Quick reference: minimum PPE by job task. Customize for your operations.

Job/Task	Hard Hat	Glasses	Gloves	Boots	Hi-Vis	Hearing	Resp	Fall
General laborer								
Carpenter/framer								
Concrete finisher								
Ironworker								
Welder								
Electrician								
Plumber								
Equipment operator								
Painter								
Demolition								

Fill in: R = Required, C = Conditional (specify when), N/A = Not applicable

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APPENDIX C: PPE TRAINING ACKNOWLEDGMENT

I acknowledge that I have received training on the following PPE requirements for my job assignment:

- When PPE is required and what type for each task
- How to properly put on, take off, adjust, and wear assigned PPE
- Limitations of the PPE (what it protects against and what it does not)
- Proper care, maintenance, useful life, and disposal of PPE
- How to report damaged or defective PPE

Employee Name: _____

Date: _____

Employee Signature: _____

Trainer: _____

PPE Assigned: _____

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