to comply with this part, shall be pro-
vided by the employer at no cost to
employees.

(2) The employer is not required to
pay for non-specialty safety-toe protec-
tive footwear (including steel-toe shoes
or steel-toe boots) and non-specialty
prescription safety eyewear, provided
that the employer permits such items
to be worn off the job-site.

(3) When the employer provides
metatarsal guards and allows the em-
ployee, at his or her request, to use
shoes or boots with built-in metatarsal
protection, the employer is not re-
quired to reimburse the employee for
the shoes or boots.

(4) The employer is not required to
pay for:
(i) Everyday clothing, such as long-
sleeve shirts, long pants, street shoes,
and normal work boots; or
(ii) Ordinary clothing, skin creams,
or other items, used solely for protec-
tion from weather, such as winter
coats, jackets, gloves, parkas, rubber
boots, hats, raincoats, ordinary sun-
glasses, and sunscreen.

(5) The employer must pay for re-
placement PPE, except when the em-
ployee has lost or intentionally dam-
aged the PPE.

(6) Where an employee provides ade-
quate protective equipment he or she
owns pursuant to paragraph (b) of this
section, the employer may allow the
employee to use it and is not required
to reimburse the employee for that
equipment. The employer shall not re-
quire an employee to provide or pay for
his or her own PPE, unless the PPE is
excepted by paragraphs (d)(2) through
(d)(5) of this section.

(7) This section shall become effec-
tive on February 13, 2008. Employers
must implement the PPE payment re-
quirements no later than May 15, 2008.

NOTE TO §1926.95(d): When the provisions of
another OSHA standard specify whether or
not the employer must pay for specific
equipment, the payment provisions of that
standard shall prevail.

§1926.96 Occupational foot protection.

Safety-toe footwear for employees
shall meet the requirements and spec-
fications in American National Stan-
ard for Men's Safety-Toe Footwear,
Z41.1–1967.

§1926.97–1926.98 [Reserved]

§1926.100 Head protection.

(a) Employees working in areas
where there is a possible danger of head
injury from impact, or from falling or
flying objects, or from electrical shock
and burns, shall be protected by protec-
tive helmets.

(b) Helmets for the protection of em-
ployees against impact and penetration
of falling and flying objects shall meet
the specifications contained in Amer-
ican National Standards Institute,
Z89.1–1969, Safety Requirements for In-
dustrial Head Protection.

(c) Helmets for the head protection of
employees exposed to high voltage
electrical shock and burns shall meet
the specifications contained in Amer-
ican National Standards Institute,
Z89.2–1971.

§1926.101 Hearing protection.

(a) Wherever it is not feasible to re-
duce the noise levels or duration of ex-
posures to those specified in Table D–2,
Permissible Noise Exposures, in
§1926.52, ear protective devices shall be
provided and used.

(b) Ear protective devices inserted in
the ear shall be fitted or determined in-
dividually by competent persons.

(c) Plain cotton is not an acceptable
protective device.

§1926.102 Eye and face protection.

(a) General. (1) Employees shall be
provided with eye and face protection
equipment when machines or oper-
ations present potential eye or face in-
jury from physical, chemical, or radia-
tion agents.

(2) Eye and face protection equip-
ment required by this Part shall meet
the requirements specified in American
National Standards Institute, Z87.1–
1988, Practice for Occupational and
Educational Eye and Face Protection.

(3) Employees whose vision requires
the use of corrective lenses in spec-
tacles, when required by this regula-
tion to wear eye protection, shall be
protected by goggles or spectacles of
one of the following types:
(i) Spectacles whose protective lenses provide optical correction;
(ii) Goggles that can be worn over corrective spectacles without disturbing the adjustment of the spectacles;
(iii) Goggles that incorporate corrective lenses mounted behind the protective lenses.

(4) Face and eye protection equipment shall be kept clean and in good repair. The use of this type equipment with structural or optical defects shall be prohibited.

(5) Table E–1 shall be used as a guide in the selection of face and eye protection for the hazards and operations noted.

---

**Table E–1—Eye and Face Protector Selection Guide**

<table>
<thead>
<tr>
<th>Operation</th>
<th>Hazards</th>
<th>Recommended Protectors: Bold type numbers signify preferred protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acetylene—Burning, Acetylene—Cutting, Acetylene—Welding.</td>
<td>Sparks, harmful rays, molten metal, flying particles.</td>
<td>7, 8, 9.</td>
</tr>
<tr>
<td>Chemical Handling</td>
<td>Splash, acid burns, fumes</td>
<td>3, 10 (For severe exposure add 10 over 2).</td>
</tr>
<tr>
<td>Chipping</td>
<td>Flying particles</td>
<td>1, 3, 4, 5, 6, 7A, 8A.</td>
</tr>
<tr>
<td>Electric (arc) welding</td>
<td>Sparks, intense rays, molten metal.</td>
<td>9, 11, (11 in combination with 4, 5, 6, in tinted lenses, advisable).</td>
</tr>
<tr>
<td>Furnace operations</td>
<td>Glare, heat, molten metal</td>
<td>7, 8, 9 (For severe exposure add 10).</td>
</tr>
<tr>
<td>Grinding—Light</td>
<td>Flying particles</td>
<td>1, 3, 4, 5, 6, 10.</td>
</tr>
<tr>
<td>Grinding—Heavy</td>
<td>Flying particles</td>
<td>1, 3, 7A, 8A (For severe exposure add 10).</td>
</tr>
<tr>
<td>Laboratory</td>
<td>Chemical splash, glass breakage.</td>
<td>2 (10 when in combination with 4, 5, 6).</td>
</tr>
<tr>
<td>Machining</td>
<td>Flying particles</td>
<td>1, 3, 4, 5, 6, 10.</td>
</tr>
</tbody>
</table>

*Non-side shield spectacles are available for limited hazard use requiring only frontal protection.

**See Table E–2, in paragraph (b) of this section, Filter Lens Shade Numbers for Protection Against Radiant Energy.**
(6) Protectors shall meet the following minimum requirements:
(i) They shall provide adequate protection against the particular hazards for which they are designed.
(ii) They shall be reasonably comfortable when worn under the designated conditions.
(iii) They shall fit snugly and shall not unduly interfere with the movements of the wearer.
(iv) They shall be durable.
(v) They shall be capable of being disinfected.
(vi) They shall be easily cleanable.
(7) Every protector shall be distinctly marked to facilitate identification only of the manufacturer.
(8) When limitations or precautions are indicated by the manufacturer, they shall be transmitted to the user and care taken to see that such limitations and precautions are strictly observed.

(b) Protection against radiant energy—
(1) Selection of shade numbers for welding filter. Table E-2 shall be used as a guide for the selection of the proper shade numbers of filter lenses or plates used in welding. Shades more dense than those listed may be used to suit the individual’s needs.

<table>
<thead>
<tr>
<th>Welding operation</th>
<th>Shade number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shielded metal-arc welding</td>
<td>10–14</td>
</tr>
<tr>
<td>1/16-, 3/32-, 1/8-, 5/32-inch diameter electrodes</td>
<td>10</td>
</tr>
<tr>
<td>1/16-, 3/32-, 1/8-, 5/32-inch diameter electrodes</td>
<td>11</td>
</tr>
<tr>
<td>Gas-shielded arc welding (ferrous)</td>
<td>12</td>
</tr>
<tr>
<td>1/16-, 3/32-, 1/8-, 5/32-inch diameter electrodes</td>
<td>12</td>
</tr>
<tr>
<td>Shielded metal-arc welding</td>
<td>14</td>
</tr>
<tr>
<td>1/16-, 3/32-inch diameter electrodes</td>
<td>14</td>
</tr>
<tr>
<td>Atomic hydrogen welding</td>
<td>10–14</td>
</tr>
<tr>
<td>Carbon-arc welding</td>
<td>14</td>
</tr>
<tr>
<td>Soldering</td>
<td>2</td>
</tr>
<tr>
<td>Torch brazing</td>
<td>3 or 4</td>
</tr>
<tr>
<td>Light cutting, up to 1 inch</td>
<td>3 or 4</td>
</tr>
<tr>
<td>Medium cutting, 1 inch to 6 inches</td>
<td>4 or 5</td>
</tr>
<tr>
<td>Heavy cutting, over 6 inches</td>
<td>5 or 6</td>
</tr>
<tr>
<td>Gas welding (light), up to 1/4-inch</td>
<td>4 or 5</td>
</tr>
</tbody>
</table>

(2) Laser protection. (i) Employees whose occupation or assignment requires exposure to laser beams shall be furnished suitable laser safety goggles which will protect for the specific wavelength of the laser and be of optical density (O.D.) adequate for the energy involved. Table E-3 lists the maximum power or energy density for which adequate protection is afforded by glasses of optical densities from 5 through 8.

<table>
<thead>
<tr>
<th>Intensity, CW maximum power density (watts/cm²)</th>
<th>Optical density (O.D.)</th>
<th>Attenuation factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>10⁻²</td>
<td>5</td>
<td>10⁻²</td>
</tr>
<tr>
<td>10⁻¹</td>
<td>6</td>
<td>10⁻¹</td>
</tr>
<tr>
<td>1.0</td>
<td>7</td>
<td>10⁻⁰</td>
</tr>
<tr>
<td>10.0</td>
<td>8</td>
<td>10⁻⁰</td>
</tr>
</tbody>
</table>

Output levels falling between lines in this table shall require the higher optical density.

(ii) All protective goggles shall bear a label identifying the following data:
(a) The laser wavelengths for which use is intended;
(b) The optical density of those wavelengths;
(c) The visible light transmission.

§ 1926.103 Respiratory protection.
Note: The requirements applicable to construction work under this section are identical to those set forth at 29 CFR 1910.144 of this chapter.

§ 1926.103 Respiratory protection.