



Advancing the safety, health and prosperity of Hoosiers in the workplace.

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## NEWS RELEASE

**FOR IMMEDIATE RELEASE**

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### **OSHA Announces Final Rule on Employer Payment for Employee Personal Protective Equipment**

**Indianapolis, IN November 15, 2007** – The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) today announced a final rule on employer-paid personal protective equipment (PPE). Under the rule, all PPE, with a few exceptions, will be provided at no cost to the employee. OSHA anticipates that this rule will have substantial safety benefits that will result in more than 21,000 fewer occupational injuries per year. The rule has been published in the Federal Register on November 15, 2007.

This rule will eventually affect all Indiana businesses, when the rule is fully incorporated by rulemaking into Indiana OSHA standards. The Indiana Department of Labor is one of 22 States which operate their own occupational safety and health programs independently of the Federal Government. However, Indiana OSHA must set job safety and health standards that are “at least as effective as” comparable federal standards which would include the PPE final rule.

This new rule will clarify who is responsible for paying for PPE, which OSHA anticipates will lead to greater compliance and potential avoidance of thousands of workplace injuries each year.

The final rule contains a few exceptions for ordinary safety-toed footwear, ordinary prescription safety eyewear, logging boots, and ordinary clothing and weather-related gear. The final rule also clarifies OSHA's requirements regarding payment for employee-owned PPE and replacement PPE. While these clarifications have added several paragraphs to the regulatory text, the final rule provides employees no less protection than they would have received under the 1999 proposed standard.

The rule also provides an enforcement deadline of May 15, 2008 to allow employers time to change their existing PPE payment policies to accommodate the final rule.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to assure the safety and health of America's working men and women by setting and enforcing standards; providing training, outreach and education; establishing partnerships; and encouraging continual process improvement in workplace safety and health. For more information, visit [www.osha.gov](http://www.osha.gov).

For more information or if you have questions, please contact Sean M. Keefer at (317) 232-2683.

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