8 Personnel Protective Equipment (PPE) & Clothing

A variety of duties performed by Facilities Services, Resident Life, and Missoula College employees involves many industrial hazards. The tasks performed range from custodial services to heavy construction activities. In all tasks, however, there are counterparts in private industry where much research has been done to develop measures to protect employees from accidental injury. When the hazard cannot be engineered out of the machine or process, protective clothing or equipment is available to prevent injury.

Every possible effort will be made by management to select protective clothing and equipment that is acceptable for comfort, appearance and utility and still affords the required protection. It is sometimes less comfortable to wear than ordinary dress and thus creates a temptation for some individuals to lay it aside when the "boss" is not around. That employee becomes a gambler who is betting his/her physical well-being that "it won't happen to me." Losing that bet becomes more uncomfortable for a lifetime than wearing the equipment for the duration of the job.

Safety in this instance is knowledge of the hazards, knowledge of the protection available, and a frame of mind that makes use of available protection a safe work habit.

8.1 Safety Rules for the Wear and Use of Protective Headwear--Hart Hats

SR 8.1.1 Hard hats will be worn by all personnel engaged in the inspection or valuation of buildings under construction, and those employees entering construction zones in general.

SR 8.1.2 Only hard hats meeting national safety standards will be worn by Facilities Services, Resident Life, and Missoula College personnel. Employees engaged in working with or near electrical wires shall wear only hard hats approved for such use.

SR 8.1.3 Hard hats will be worn by all personnel working below other persons (i.e., tree trimming, in excavations) or in constricted areas where injury to the head is likely.

SR 8.1.4 Hard hats shall not be painted or altered in any way except to identify ownership.

8.2 Face and Eye Protection

Hazards involving the possibility of injuries to the face and eyes exist in both indoor and outdoor tasks. They range from dust blown into eyes on a windy day to particles of steel, sand, concrete, etc., propelled into eyes with considerable force by power tools and machinery, batteries or splashes of corrosive chemicals.

There are many types of safety glasses, goggles, shields, etc. made of glass or plastic to protect workers from these hazards. The loss of one or both eyes can have extremely serious
consequences to any employee. Yet individuals often vigorously resist efforts of management to require this vital protection with no better excuse than slight discomfort or false pride. Eye protection is probably one of the most important protective features of any safety program, yet one of the most difficult to implement.

Face and eye protection shall be provided by Campus Stores for any task where there is a probability that an injury may occur without such protection. Employees assigned to perform tasks which require eye protection shall wear the protector provided. Facilities Services, Resident Life, and Missoula College management shall provide appropriate face and non-prescription eye protection devices at no expense to the employee and shall make their use mandatory in specific tasks.

If sufficient care is not exercised to maintain them properly, dirty or scratched lenses may provide another hazard from reduced visibility. It is highly recommended that those persons wearing prescription eye wear consider obtaining safety lenses for them (see appendix A).

### 8.3 Safety Rules for the Wear and Use of Eye and Face Protective Devices

#### SR 8.3.1

Safety goggles or safety glasses with temple shields shall be worn when performing work of the following type or working near someone doing such work:

- Grinding, cutting, milling or drilling with power tools.
- Using impact wrenches and compressed air tools.
- Chipping, scraping or scaling paint, rust, carbon or other materials.
- Using punches, chisels or other impact tools.
- Cutting rivets.
- Chipping or breaking concrete.
- Pipe cutting, threading.
- Using paint remover.
- Soldering.
- Cleaning dust or dirt from vehicles, machinery, etc.
- Sandblasting.
- Hammering nails or other objects.
- Using metal cutting lathes, choppers, drill press, power hack-saw and other metal working tools.
- Using power woodworking machinery, both fixed and portable.
- Tree trimming, brush chipping or stump removal.
- Using brush cutter.
- Steam cleaning.
- Washing vehicle parts with soaps or solvents.
• Working under vehicles.
• Using line trimmers/mowers.

SR 8.3.2 Only safety devices meeting national standards shall be worn.

SR 8.3.3 A full plastic face shield shall be worn when handling acids, caustics, and other harmful
dusts, liquids, or gases in combination with safety glasses or goggles.

SR 8.3.4 Safety glasses in combination with other required arc-rated apparel shall be worn when
performing electrical switching operations or activating high voltage circuits where arcs may
occur.

SR 8.3.5 A face shield with proper filter lens or welders lens or welders goggles shall be worn in
all welding and cutting operations. Eye protection may be required on other jobs not listed; these
will be designated at the time by your supervisor. You are encouraged to wear eye protection at
all times.

REMEMBER--YOU HAVE BUT ONE PAIR OF EYES--THEY CANNOT BE REPLACED--
PROTECT THEM.

8.4 Hearing Protection
In the variety of activities conducted by work crews, there are machines or equipment that may
produce sound levels in the frequencies which cause hearing loss. When employees are subjected
to excessive sound levels, an attempt should be made to use engineering controls. If the sound
level cannot be reduced within a tolerable range, personal protective equipment shall be provided
and shall be worn by employees so exposed.

Hearing protection is required and must be used when the sound level exceeds the following
levels for the duration indicated:

<table>
<thead>
<tr>
<th>Decibel</th>
<th>Hours</th>
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<tbody>
<tr>
<td>90</td>
<td>8</td>
</tr>
<tr>
<td>92</td>
<td>6</td>
</tr>
<tr>
<td>95</td>
<td>4</td>
</tr>
<tr>
<td>97</td>
<td>3</td>
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<tr>
<td>100</td>
<td>2</td>
</tr>
<tr>
<td>102</td>
<td>1-1/2</td>
</tr>
<tr>
<td>105</td>
<td>1</td>
</tr>
<tr>
<td>110</td>
<td>1/2</td>
</tr>
<tr>
<td>115</td>
<td>1/4 or less</td>
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</table>
Ear protection may consist of ear muffs, ear plugs or some of the newer disposable materials. The type most acceptable shall be provided whenever possible, as long as it achieves sufficient reduction of noise exposure.

**8.5 Other Protective Equipment**

**SR 8.5.1** High visibility safety vests or jackets shall be worn by all employees engaged in work assignments which regularly expose the employee to vehicular traffic.

**SR 8.5.2** Safety belts with lifelines shall be worn by employees working in enclosed tanks or spaces underground where a worker's position is obscured with an attendant worker stationed outside tending the lifeline.

a. All work in these situation also require compliance with UM Confined Space Program (see Chapter 10, Confined Space Program).

**8.6 Safety Procedures for the Use of Respiratory Protection Equipment**

All UM employees using air-purifying ½ mask or fullface respirators are required to comply with the Respiratory Protection Program (see Chapter 13, Respirator Protection Program for The University of Montana).