

The OSHA PPE Rule

And How It Affects You

On November 15, 2007, the Occupational Safety and Health Administration (OSHA) published a final ruling on employer-paid personal protective equipment (PPE).

What it basically comes down to is this: with a few exceptions, all required PPE will be provided by the employer at no cost to the employee.

Don't worry. If you need help determining exactly what PPE your workplace requires, Kimberly-Clark Professional has all the selection tools and help you need to make the right decisions.

A Few Highlights from the OSHA PPE Final Rule:

- The new rule only addresses the issue of who pays for PPE, not the types of PPE an employer must provide.
- The rule only requires payment for PPE, not uniforms, caps, etc., worn for employee ID or other purposes unrelated to safety or health.
- Payment is required for any PPE used by an employer to comply with OSHA standards. If it is not required by OSHA, payment isn't required.

- In general, if required PPE is worn only in the workplace, the employer must pay. If these items can be worn off the job site, the employer is not required to pay. (See the OSHA final rule for clarification.)
- If an employee already owns adequate PPE and brings it to the worksite, the employer not required to reimburse the employee.
- If ordinary weather gear is not sufficient to protect the employee, the employer is required to pay for the protection.
- The employer must pay for replacement PPE, except when the employee has lost or intentionally damaged it.
- Employers are given six months from the ruling publication date (Nov. 15, 2007) to comply with the final rule.

For details and clarification, see the complete OSHA final ruling at: www.osha.gov





Choosing PPE Can Be Confusing and Time Consuming. We Can Help.

Which PPE do you need? What level of protection do you need? Are you buying a costly product with more protection than your application really requires?

Kimberly-Clark Professional* can help you answer these and other selection questions. These helpful online tools make it easy to select the right level of protection for each work situation:

- **Symbiosis Man virtual model for safety apparel:** www.mykleenguard.com
- **Product selector:** www.kc-safety.com/productselector
- **Chemical resistance database:** www.kc-safety.com/chemicalbarrierdata
- **Safety Knowledge Network:** www.kc-safety.com/kn

Still have questions?

Please contact your KCP representative. We're here to answer your questions, help you understand the new OSHA final rule, and provide guidance on choosing the right Kimberly-Clark Professional PPE that meets the needs of your specific workplace.



Our Guarantee

Your total satisfaction means everything to us. If, for any reason, our products do not meet your expectations, Kimberly-Clark will reimburse you† for your initial purchase, via FREE product, for up to \$1,000.

For more information on KIMBERLY-CLARK PROFESSIONAL*, visit us online at www.kcprofessional.com, contact your Kimberly-Clark Sales Representative, or call us at 1-888-346-GOKC (4652).

† Guarantee extended to consuming end-user accounts only.



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