

**WAC 296-307-10005 Personal protective equipment.** (1) The employer must ensure that employees are protected from injury or impairment of any bodily function that might occur through absorption, inhalation or physical contact of any substance, vapor, radiation, or physical hazard. Wherever appropriate, the employer must ensure that employees use protective clothing; respiratory devices; shields; barriers; and adequate protective equipment for eyes, face, head, and extremities.

(2) The employer must provide personal protective equipment at no cost to employees, including replacement due to normal wear and tear. The equipment must be maintained in sanitary and reliable condition.

**Exception:** The employer may require employees to provide their own normal work clothing, including long-sleeved shirts, long-legged pants, and socks.

(3) If employees provide their own protective equipment, then the employer must ensure that the equipment is adequate, properly maintained, and sanitary.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 20-21-091, § 296-307-10005, filed 10/20/20, effective 11/20/20. WSR 97-09-013, recodified as § 296-307-10005, filed 4/7/97, effective 4/7/97. Statutory Authority: RCW 49.17.040, [49.17.]050 and [49.17.]060. WSR 96-22-048, § 296-306A-10005, filed 10/31/96, effective 12/1/96.]