

**WAC 296-307-60805 Provide effective training.** (1) The employer must train employees, based on their duties, if they do any of the following:

- (a) Use respirators;
- (b) Supervise respirator users;
- (c) Issue, repair, or adjust respirators.

(2) The employer must present effective training in a way that employees understand.

**Notes:**

- 1. Training may be provided using audiovisuals, slide presentations, formal classroom instruction, informal discussions during safety meetings, training programs conducted by outside sources, or a combination of these methods.
- 2. The employer may want to have instructors available when using video or automated training methods to:
  - a. Encourage and provide responses to questions for the benefit of employees;
  - b. Evaluate employees' understanding of the material;
  - c. Provide other instructional interaction to employees.

(3) The employer must make sure a qualified instructor provides training.

(4) The employer must provide training, at no cost to the employee, at these times:

- (a) Initially, before worksite respirator use begins;
- (b) Periodically, within twelve months of the previous training;
- (c) Additionally, when the following occur:
  - (i) The employee has not retained knowledge or skills;

**OR**

(ii) Changes in the worksite, or type of respirator make previous training incomplete or obsolete.

**Notes:**

- 1. The employer may accept an employee's previous training, such as training provided by another employer, to satisfy the initial training requirement if:
  - a. The employer can demonstrate the employee received training within the past twelve months;

**AND**

- b. The employee can demonstrate the knowledge and skills to use required respirators effectively.
- 2. If the employer accepts an employee's previous training to satisfy the initial training requirement, the employer is still responsible for providing periodic, and additional training when needed. Periodic training would need to be provided within twelve months of the employee's previous training.

(5) The employer must make sure employees can demonstrate the following knowledge and skills as required by their duties:

(a) Why the respirator is necessary. Include, for example, information identifying respiratory hazards such as hazardous chemicals, the extent of the employee's exposure, and potential health effects and symptoms;

(b) The respirator's capabilities and limitations. Include, for example, how the respirator provides protection and why air-purifying respirators cannot be used in oxygen-deficient conditions;

(c) How improper fit, use, or maintenance can compromise the respirator's effectiveness and reliability;

(d) How to properly inspect, put on, seal check, use, and remove the respirator;

(e) How to clean, disinfect, repair, and store the respirator, or how to get this done by someone else;

(f) How to use the respirator effectively in emergency situations; including what to do when a respirator fails and where emergency respirators are stored;

(g) Medical signs and symptoms that may limit or prevent the effective use of respirators such as shortness of breath or dizziness;

(h) The employer's general obligations under this part. For example, developing a written program, selecting appropriate respirators, and providing medical evaluations.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 20-21-091, § 296-307-60805, filed 10/20/20, effective

11/20/20; WSR 05-01-166, § 296-307-60805, filed 12/21/04, effective 4/2/05.]