

Training Requirements of the OSHA Hazard Communication Standard

29 CFR 1910.1200, the Hazard Communication Standard, preempts any state laws pertaining to hazard communication. Employers and employees in Standard Industrial Classification (SIC) Codes 01 through 89 come under the Standard. The Standard applies to chemicals known to be present in the workplace and to which employees may be exposed under normal conditions of use or in a foreseeable emergency.

The employer's duty is to provide information to employees concerning hazardous chemicals to which they are exposed by means of a hazard communication program, labels and other forms of information, material safety data sheets, and training.

Employers must provide employees with information and training on hazardous chemicals in their work area at the time of their initial assignment, whenever a new hazard is introduced in their work area, or for any employee not previously trained.

Information transmitted to employees must include the following:

- The requirements of the Hazard Communication Standard.
- The operations in their work area where hazardous chemicals are present.
- The location and availability of the written hazard communication program, including hazard evaluation procedures, lists of hazardous chemicals, and material safety data sheets.

Employee training must include (as a minimum):

- Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area, such as monitoring conducted by the employer, use of continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released, etc.
- The physical and health hazards of the chemicals in the work area.
- Content and meaning of material safety data sheets.
- The measures that employees can take to protect themselves.
- Specific procedures the employer has implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures, and personal protective equipment to be used.
- An explanation of the Hazard Communication Program developed by the employer, including an explanation of the labeling system and material safety data sheets, and how employees can obtain and use all available hazardous material information.

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