Employee Right-To-Know

Start

Inventory the hazardous substances, harmful physical agents and infectious agents in the workplace.

Gather MSDSs and other written information.

Develop and implement labeling for hazardous substances and harmful physical agents.

Train employees on hazardous substances, harmful physical agents and infectious agents in the workplace.

Are there other employers on site?

YES

Inform other employers of hazards on the job site.

NO

Complete written program and implement it.

Inform other employers of hazards on the job site.
Is the site an uncontrolled hazardous waste site?

- **YES**: You must comply with paragraphs (b)-(o) of 1910.120.
- **NO**: Is the site a permitted treatment, storage and disposal facility?

  - **YES**: You must comply with paragraphs (p) of 1910.120.
  - **NO**: Will employees be responding to releases of hazardous materials?

    - **YES**: You must comply with paragraph (q) of 1910.120.
    - **NO**: The facility does not fall under 1910.120.
Does the facility's NAICS code appear on the AWAIR list?

**YES**

Establish goals and objectives.

Determine the roles of management and employees.

Determine the methods used to identify and control hazards.

Communicate the AWAIR program to the employees.

Develop accident investigation procedures.

Enforce safety rules and practices.

Review program annually.

**NO**

An AWAIR program is not required.

Workplace Accident and Injury Program
Process Safety Management of Highly Hazardous Chemicals

Start

Do you use a listed chemical in amounts greater than or at threshold quantity? **YES**

Is the chemical on site for retail sales only? **NO**

Is the chemical normally at an unoccupied remote facility? **YES**

Does the process contain or involve 10,000 pounds or more of flammable gases or liquids? **NO**

Are the flammables used only as fuel in uncovered processes? **YES**

Are the flammable liquids kept below their normal boiling point by chilling or refrigeration during transfer or tank storage? **NO**

Are the flammables on site for retail sale only? **YES**

Is the facility only involved in oil or gas well drilling or servicing? **NO**

Are the flammables normally at an unoccupied remote facility? **NO**

...continued on next page
Involve employees in PSM program.

Gather process safety information.

Perform the process hazard analysis (PHA).

Develop operating procedures.

Train employees.

Notify contractors of hazards and safe work practices and assure that their employees are trained.

Process Safety Management of Highly Hazardous Chemicals (cont.)

Perform pre-startup safety reviews as needed.

Establish and conduct regular maintenance, inspection and testing on equipment.

Use proper procedures whenever hot work is performed.

Update written process safety information and operating procedures and retrain employees as necessary whenever changes are made to the process.

Develop emergency action plans and investigate all accidents.

Audit entire PSM program every 3 years.
Congress passed the Occupational Safety and Health Act in 1970. This law requires employers to furnish each employee employment and a place of employment free from recognized hazards causing or likely to cause death or serious physical harm. The act also created the Occupational Safety and Health Administration (OSHA), a branch of the U.S. Department of Labor dedicated to improving worker safety and health through rule making, enforcement, education and assistance.

Minnesota is one of 26 states and territories that operates its own occupational safety and health program approved by federal OSHA. The program was created by the Minnesota Legislature through the 1973 Minnesota Occupational Safety and Health Act (i.e., Minnesota Statutes Chapter 182) and is administered by the Minnesota Department of Labor and Industry’s Occupational Safety and Health Division (MNOSHA). MNOSHA enforces both state and federal OSHA standards and offers education and technical assistance to employers, employees and the general public throughout Minnesota.

For more information on these or other OSHA standards, contact one of the MNOSHA Area Offices listed below:

**MNOSHA Compliance (Enforcement)**
- St. Paul Area Office: (651) 284-5050 or toll-free (877) 470-6742
- Duluth Area Office: (218) 733-7830
- Mankato Area Office: (507) 389-6507
- E-mail: OSHA.Compliance@state.mn.us

**Workplace Safety Consultation (MNOSHA Consultation)**
- (651) 284-5060 or toll-free (800) 657-3776

Web site for both programs: www.doli.state.mn.us

The information in this guide is not intended to be a complete summary of state and federal OSHA standards. You must comply with all standards pertaining to your facility, including walking/working surfaces, personal protective equipment, machine-guarding, electrical, etc. Copies of Minnesota Rules may be purchased from the Minnesota Bookstore. Copies of 29 CFR 1910 and 1926 are available through the Minnesota Bookstore or any U.S. Government Bookstore. Specific Minnesota requirements are available on the Web: visit “www.doli.state.mn.us” and select “Statutes and Rules.” Federal OSHA standards can also be accessed on the web at “www.osha.gov.”

The following is a brief discussion of some of the environmentally related state and federal OSHA standards. It is not meant to be a complete listing of all OSHA standards.
The Employee Right-To-Know (ERTK) Act was passed in 1983 to provide employees with information on the hazardous substances, harmful physical agents and infectious agents to which they are routinely exposed. This information should help the employee:

- recognize the acute and chronic effects of exposure to the substance or agent
- understand at what levels a substance or agent is harmful
- provide emergency treatment
- clean up leaks and spills properly
- locate further information on the substance or agent

The main components to an ERTK program are: training, the availability of information, labeling and the written program.

A hazardous substance is a chemical, substance, or mixture that poses “a significant risk to worker health and safety or imminent danger of death or serious physical harm to an employee as a result of foreseeable use, handling, accidental spill, exposure, or contamination” (MN Rules 5206.0100 subp. 7). A harmful physical agent is a physical agent that presents a similar risk. MNOSHA recognizes four harmful physical agents: heat, noise, and ionizing and non-ionizing radiation. An infectious agent is defined as “a communicable bacterium, rickettsia, parasite, virus, or fungus” that “causes substantial acute or chronic illness or permanent disability as a foreseeable and direct result of any routine exposure.”

**STEP 1: Inventory hazardous substances, harmful physical agents and infectious agents present in the facility**

The first step is to walk through the facility and make a list of all hazardous substances, harmful physical agents and infectious agents to which employees are routinely exposed. Do not forget to review janitorial or maintenance activities. If employees are exposed to heat or noise levels approaching regulatory limits (MN Rules 5205.0110 subp. 2A and 29 CFR 1910.95(c), respectively), heat or noise must be included in the ERTK program. This list is the first section in the facility’s written ERTK program.

MN Rules 5205.0400-.0600 list hazardous substances, harmful physical agents and infectious agents covered by the ERTK standard. However, because new chemicals are constantly being developed and introduced to the workplace, new diseases emerge, and more is learned concerning the health effects of hazardous substances, physical agents and infectious agents in the workplace, an employer should not limit the ERTK program to those agents listed in the rule.
STEP 2: Gather Material Safety Data Sheets (MSDSs) and other written information on the hazardous substances, harmful physical agents and infectious agents found in the workplace

An MSDS is a document identifying a hazardous substance and describing its physical, chemical and hazardous properties. These sheets should be provided to you by the vendor of the substance. The MSDS contains all the information that needs to be included in the employee training as required by MN Rules 5206.0700 subp. 2. Similar documents must be obtained or written that describe the identity, health effects and limits of any harmful physical agents found in the workplace. Written information about infectious diseases and the employer’s exposure-control program must be collected or developed when employees are exposed to infectious agents as part of their job duties.

Electronic versions of this information, such as computer software or phone/fax services, are acceptable, provided the information is readily accessible to the area the substance or agent is found in the workplace and provided an employee can obtain a written copy within 24 hours.

The written ERTK program must include a description of how this information will be made available to employees.

STEP 3: Develop a labeling program for hazardous substances and harmful physical agents

Employers must develop and implement a method of labeling containers containing hazardous substances and areas where harmful physical agents are present near or over the permissible exposure limits or action levels. Labels for containers must include the name of the material and any appropriate hazard warning (e.g., Flammable, Caustic, Toxic or Irritant). Immediate-use containers (i.e., those filled and completely emptied within one work shift) need not be labeled. If original shipping labels or manufacturer’s labels meeting certain federal standards are left intact, the containers do not need to be relabeled. Labels or signs warning of the presence of harmful physical agents must include the name of the agent and the appropriate hazard warning.

[Note: While there is no labeling requirement for infectious waste under the Employee Right-To-Know standard, 1910.1030 (g) of the Bloodborne Pathogens standard requires that containers of regulated waste, blood and other potentially infectious agents be labeled or colored red. Refrigerators and freezers containing blood and other potentially infectious material must also be properly labeled. Areas contaminated with infectious agents, such as isolation rooms for tuberculosis patients, must be tagged or labeled with an appropriate warning or biohazard label as specified under 1910.145(f).]

A written description of the company’s labeling system must be included in the employer’s written ERTK program.
STEP 4: Develop training and train employees

Employees must be trained regarding the hazardous substances, harmful physical agents, and infectious agents to which they are routinely exposed. This training must take place before the employee is assigned to work in an area exposed to these hazards and before a new hazard is introduced into the workplace. Refresher training must be conducted at least annually.

The training program can either focus on specific substances or agents, a class of related substances and agents, or the hazards of a complete production process. Training must be conducted so all employees can understand it. For example, an employer must provide a translator for employees who do not speak English or a sign-language interpreter for hearing-impaired workers.

Specific information that must be covered by the training is listed in MN Rules 5206.0700 subp. 2 for hazardous substances, subp. 3 for harmful physical agents and subp. 4 for infectious agents. Training records must be kept for at least three years and must include training dates; trainer’s name, title and qualifications; employees’ names and job titles; and a brief outline of the contents of the training.

The employer’s written ERTK program must include an outline of the training, along with a description on how the training requirements will be met. The written program must also include the employer’s method of informing employees of the hazards of infrequent tasks and unlabeled pipes.

STEP 5: If applicable, determine how information will be communicated to employers of others in your facility

If workers at the worksite are employed by outside employers (e.g., construction contractors or temporary employees) and are likely to be exposed to any hazardous substances, harmful physical agents or infectious agents, the facility must inform the outside contractor(s) about those substances and agents. The information must include the location of the MSDSs or other written information about the substances or agents, methods that employees should use to protect themselves from the hazards during both normal operation and emergencies, and the labeling system used in the facility. Outside contractors should provide the facility with the same information regarding substances or agents they may introduce to the facility (e.g., paint fumes from painting walls in the facility).

This procedure must also be included in the written ERTK program.
STEP 6: Implement the program

A list of the required elements for the written ERTK program can be found in MN Rules 5206.0700 subp. 1. A written program, of course, is not enough; training and procedures described in the program must actually be used in the workplace. Employers should periodically review their written ERTK program to assure it matches the hazards and processes used in the facility.

At minimum, the following should be recorded and maintained for three years:

- training dates
- name, title and qualifications of the person conducting training
- names and titles of employees completing each training session
- brief summary or outline of the training

A WORKPLACE ACCIDENT AND INJURY REDUCTION (AWAIR) PROGRAM (MN STATUTES 182.653)

In 1990, the Minnesota Legislature passed A Workplace Accident and Injury Reduction (AWAIR) Act. AWAIR requires employers in selected North American Industry Classification System (NAICS) codes to create a written, comprehensive safety and health program covering hazards specific to that workplace. Industries included on the list are those with a Lost Workday Incidence Rate (LWDIR) or an Injury and Illness Rate (IR) above the state average for the most recent year that data are available.

STEP 1: Determine whether your business is subject to AWAIR

Check to see whether the NAICS code or codes for your facility are on the AWAIR list. This list is found in MN Rules 5205.1500 and is updated every two years.

Even if your facility is not covered by AWAIR, you may want to implement an AWAIR or other comprehensive safety and health program for two reasons. First, the AWAIR NAICS code list changes every two years, and any industry that is not currently included on the list could be added at a later date. Secondly, a fully implemented safety and health program provides the employer and the employees with a tool to reduce injury and illness in the workplace.

STEP 2: Establish goals and objectives for the program

The next step is for the employer (preferably with employee participation) to determine what the company wants to achieve in reducing occupational injuries and illnesses (i.e., goals), and then figure out which steps are necessary to get there (i.e., the objectives). Goals and objectives must be clearly written and should be measurable.

STEP 3: Determine roles of management and employees in implementing the program

The AWAIR Act requires that the employer define “how managers, supervisors, and employees are responsible for implementing” the AWAIR program. A key component of any safety and health program should be determining each person’s role and responsibilities for making the workplace safer. The act requires that the program describe “how continued participation of
management will be established, measured, and maintained.” The AWAIR program must be supported by all levels of the company to be effective.

**STEP 4: Determine methods used to identify, analyze, and control new or existing hazards, conditions, and operations.**

Hazard recognition and control is another key component of a comprehensive safety and health program. Certain hazards can be identified because they are common throughout an industry (e.g., ergonomics in meat packing plants or bloodborne pathogens in health care settings) or to a process (e.g., noise, oil mist and amputation in many metalworking operations). Other hazards are specific to a particular workplace (e.g., blocked aisles or fire doors).

Once hazards are identified, they must be analyzed to determine feasible, cost-effect control measures. Methods used to control or eliminate hazards include engineering controls (e.g., ventilation or machine guarding), work practices (i.e., proper job procedures), administrative controls (e.g., job rotation) and, as a last resort, personal protective equipment. All personnel should be aware of the possible hazards of work assignments and be able to take proper precautions to guard against injury and illness.

The written AWAIR program must discuss how the facility identifies and abates hazards, and should discuss the specific hazards to the facility and how they are controlled.

**STEP 5: Communicate the AWAIR program to employees**

Employees must be informed about existing hazards on their jobs and how to control them. Communication usually refers to formal training but can also include on-the-job training, posters, newsletters, manuals, interaction with safety-committee members and other tools. Because individuals learn differently and some employees may have limited English-speaking or reading abilities, it is important to use a variety of communication techniques. A written AWAIR program must include a description of the various methods used to communicate safety and health hazard information to employees.

**STEP 6: Develop procedures for investigating accidents and taking corrective action**

Both accidents and near-misses should be investigated to determine causes and to determine how to keep the incident from happening again. A consistent procedure should be established and documented in the written AWAIR program.

**STEP 7: Clarify how safe work practices and rules will be enforced**

Safe work practices are worthless if employees do not use them. The AWAIR Act requires that employers establish written enforcement procedures for safe work practices and compliance with the employer’s safety rules.

**STEP 8: Review the written AWAIR program annually**

The AWAIR Act requires that employers review programs at least annually to determine how the program is actually operating. Results of this review must be documented. If procedures are not being followed, or if an employer is not making progress towards its occupational safety and health goals, the program or implementation should be revised.
The federal Process Safety Management (PSM) standard came about after a series of disastrous accidents in the chemical-processing industry during the 1980s and early 1990s that resulted in large losses of life and property. The standard was written to reduce the likelihood of a catastrophic release of toxic, reactive, flammable or explosive chemicals resulting in worker injury or death. The PSM standard is similar to the Risk Management Planning regulation required by the EPA under Section 112r of the Clean Air Act Amendments of 1990. The two standards, however, are not identical and have separate requirements.

STEP 1: Determine whether a process is covered by PSM
To determine whether you have a process covered by PSM, answer the following five questions.

**Does the process involve a chemical at or near the specified threshold quantity listed in the standard?**
Contact OSHA for a list of toxic and reactive chemicals covered by the standard and “threshold amounts” of each. If a process uses less than the threshold amount of the chemical, the process is not covered. If the amount of the chemical involved in the process is at or greater than the threshold quantity, the process is covered and your business must comply with the requirements of the standard. Some listed chemicals have a concentration limit as well; if the substance used in the process is below the concentration listed in Appendix A, the process is not covered.

**Does the process involve a flammable liquid or gas in one location in a quantity of 10,000 pounds or more?**
If the process does not involve 10,000 pounds or more of a flammable liquid or gas, it is not covered. If the flammable liquid or gas is used solely as a fuel and is not part of a process containing another highly hazardous chemical covered by the standard, the process is not covered. Flammable liquids only stored in atmospheric tanks or transferred and kept below their normal boiling point without benefit of chilling or refrigeration are also not covered.

**Is your facility involved only in retail sales of the listed chemicals or flammables?**
If your facility is involved only in retail sales of a listed substance or flammable, you are exempt from the standard. For example, a farmers’ cooperative selling anhydrous ammonia and propane to end users is not be covered by the PSM standard.
IS YOUR FACILITY INVOLVED ONLY IN OIL OR GAS-WELL DRILLING OR SERVICING OPERATIONS?
If so, your facility is exempt from the PSM standard.

ARE THE CHEMICALS KEPT AT A NORMALLY UNOCCUPIED, REMOTE FACILITY?
Chemical storage areas or buildings located away from the main facility and where employees normally do not work are not covered by the standard.

STEP 2: Determine employee involvement in process safety efforts
The PSM standard requires employers to develop a written plan of action about how employees will be involved in developing the process hazard analysis (PHA) and other required elements of the program. Based on daily involvement and long-term experience, employees can provide specific information concerning each process and its hazards.

Step 3: Gather process safety information
Gather information needed to perform the process hazard analysis (PHA), create the operating procedures, develop maintenance procedures, and other programs required by the PSM standard. This material must include:

- the hazards of the highly hazardous chemicals used in the process
- the technology of the process
- the equipment in the process

Chemical data must include toxicity information, permissible exposure limits (PELs), physical and chemical properties and chemical reactivity. The MSDSs contain much of this information. The process technology information must include a block or process flow diagram, process chemistry, maximum inventory, safe control limits and an evaluation of consequences of deviations from the control limits. Equipment data must include construction materials, piping and instrument diagrams, electrical classification, ventilation design, material and energy balances and relief and safety system designs. Design standards and codes used to build equipment is also required.

STEP 4: Perform a process hazard analysis (PHA)
The heart of a PSM program is the process hazard analysis (PHA) or hazard evaluation. Its purpose is to “identify, evaluate, and control the hazards involved in the process.” The following must be addressed in the PHA:

- hazards of the process
- identification of any previous incident which had a likely potential for catastrophic consequences in the workplace (i.e., a near-miss)
- engineering and administrative controls of the hazards
- consequences of failure of the engineering and administrative controls
- facility siting
- human factors
- evaluation of possible safety and health effects on employees in the event controls fail
The employer must use one or more systematic methods of hazard identification and evaluation. These methods can include: creating “what-if” scenarios, using checklists, performing a Hazard and Operability Study (HAZOP), performing a Failure Mode and Effects Analysis, creating a Fault Tree Analysis, a combination of methods or another appropriate method.

The PHA must be a team project and team members should have expertise and experience in process and engineering. At least one team member must be an employee with experience working with the process. Your business must develop a system to address findings and recommendations that result from the PHA, document recommendations and actions, schedule necessary work and communicate changes to affected employees. The PHA must be updated at least every five years and must be retained for the life of the process.

**STEP 5: Develop operating procedures**

The employer must create and implement written operating procedures that provide clear instructions for safely running each stage of the process. These written procedures must be available to all employees working or performing maintenance on the process. These procedures must include instructions for initial start-up, normal operations, temporary operations, emergency shutdown, emergency operations, normal shutdown and startup following a turnaround or after an emergency shutdown. A discussion of operating limits, including consequences of deviation and correction procedures, and of the safety and health hazards of the chemicals in the process should also be added. Safe work practices must also be established for maintenance operations, such as lockout/tagout and confined space entry. Operating procedures should be reviewed and updated as often as necessary, and must be certified as current and accurate each year.

**STEP 6: Train employees**

Employees must be trained on the process and its operating procedures before being assigned to work on the process. Employees must receive refresher training at least every three years.

**Other PSM requirements**

Your business must provide hazard information and safe work practice procedures to contractors working on covered processes, and assure that the contractor’s employees are adequately trained about hazards and procedures. You are required to perform a pre-startup safety review on covered processes before initial startup or before startup after a modification in the process. Maintenance, inspection and testing procedures must be established and conducted on specific pieces of equipment on a covered process. Your business must issue hot work permits whenever hot work operations (i.e., welding, cutting or brazing) are to take place on or near the process, and must assure that proper fire-prevention measures are taken before hot work takes place.
Your business must establish a written method on managing changes to process chemicals, technology, equipment or procedures that could affect safety. Using this method, you should review the impact of the change before it takes place, retrain employees if necessary, and update the process safety information and operating procedures accordingly.

The PSM standard requires that employers develop emergency action plans for the entire plant. The employer must conduct an accident investigation for every incident that resulted in, or could have resulted in, a catastrophic release of a hazardous chemical. Finally, you are required to audit the entire PSM program at least every three years.

HAZARDOUS WASTE OPERATIONS AND EMERGENCY RESPONSE (HAZWOPER) (29 CFR 1910.120)

The federal Hazardous Waste Operations and Emergency Response standard covers cleanup operations at hazardous waste sites; hazardous waste treatment, storage and disposal (TSD) facilities; and emergency-response operations for release of hazardous substances.

**STEP 1: Is your worksite an uncontrolled hazardous waste site?**

Paragraphs (b)-(o) of the federal standard pertain to cleanup operations at uncontrolled hazardous waste sites. These sites include current and recommended sites on the EPA's National Priority Site List or on the state priority list, sites being investigated as possible hazardous waste sites, corrective actions involving cleanup operations, and voluntary cleanup operations. OSHA requirements for employers at these sites include:

- development and implementation of a written safety and health program, including site-specific information [Note: a program developed to meet MPCA or EPA requirements is acceptable as long as it covers the same topics required by 1910.120 (b).]
- evaluation of safety and health hazards to employees working on the site and of the appropriate control methods necessary to protect the employees
- employee training, the amount of which is determined by amount of time a specific employee works on the site and duties that he or she performs
- creation of a medical-surveillance program, including regular medical examinations
- use of engineering controls, work practices and personal protective equipment (PPE) to protect workers from overexposure to hazardous substances (Note: engineering controls and work practices must be used whenever feasible to reduce exposure before PPE is used.)
- air monitoring to identify and quantify levels of hazardous substances
- use of proper procedures for handling and opening drums
- establishment of decontamination procedures
- development of an emergency response plan
- adequate illumination and sanitation facilities
- evaluation and implementation of new technologies
STEP 2: Is your worksite a permitted treatment, storage and disposal (TSD) facility?

Paragraph (p) of the standard covers permitted TSD facilities. These facilities must meet the following requirements under 1910.120:

- development and implementation of a written safety and health program
- establishment of a medical-surveillance program, including regular medical examinations
- development of decontamination procedures
- evaluation and implementation of new technologies
- use of proper procedures for handling and opening drums, where applicable
- an employee training program including at least 24 hours of initial training and eight hours of annual refresher training for each affected employee
- development of an emergency response plan. [Note: if an employer plans to evacuate employees from the worksite and not permit employees to respond to the emergency, the employer need only develop an emergency action plan that satisfies 1910.38(a). In addition, your business may use a contingency plan required by the MPCA or the EPA to satisfy part of this requirement.]

STEP 3: Are employees expected to respond to emergencies involving releases of hazardous substances?

If your facility has a hazardous substance found on the Extremely Hazardous Substance List in an amount over its threshold planning quantity, you must comply with paragraph (q) of the 1910.120 standard. The Extremely Hazardous Substance List was created by the EPA under Title III of the Superfund Amendments and Reauthorization Act (SARA) of 1986 and is available from the Minnesota Emergency Planning and Community Right-To-Know Act Program.

If employees are expected to respond to releases of other hazardous chemicals not listed but which could pose an emergency, you must comply with paragraph (q) as well. [Note: if you plan to evacuate employees from the worksite and not permit employees to respond to the emergency, you need only develop an emergency action plan that satisfies 1910.38(a).]

The heart of paragraph (q) is the development of an emergency response plan. The plan must cover the following elements:

- pre-emergency planning and coordination with outside parties (i.e., emergency responders)
- personnel roles, lines of authority, training and communication
- emergency recognition and prevention
- safe distances and places of refuge
- site security and control
- evacuation routes and procedures
- decontamination
- emergency medical treatment and first aid
- emergency alerting and response procedures
- critique of response and follow-up
- personal protective equipment and emergency equipment
Portions of a local or state emergency response plan that properly address some or all of these requirements can be incorporated into your emergency response plan. Likewise, local emergency responders can substitute part of your plan into their own.

Paragraph (q) also describes required procedures for handling an emergency-response incident. These include:

- Designation of a senior emergency response official in charge of the site-specific incident Command System (ICS).
- Identification of the hazardous substances or conditions present and the proper control methods and procedures.
- Implementation of appropriate emergency operations and personal protective equipment.
- Use of positive pressure, self-contained, breathing apparatus while engaged in emergency response until air monitoring indicates a decreased level of respiratory protection will not result in hazardous exposures to employees.
- Use of backup personnel with equipment for assistance, rescue and basic life support.
- Designation of a safety officer responsible for identifying and evaluating hazards and providing direction on safe operations for emergency response.
- Ability and authority of the safety officer to alter, suspend or stop activities that he or she judges to be Immediately Dangerous to Life or Health (IDLH) or an imminent danger to the responders.
- Implementation by the senior official of appropriate decontamination procedures.

Paragraph (q) also discusses use of skilled support personnel, such as heavy equipment operators, who are not necessarily the employer’s own employees and are needed temporarily to perform immediate emergency-support work.

Requirements for employee training under paragraph (q) vary based on the role of the particular employee during an emergency. An employee whose duty is simply to notify proper personnel that initiate an emergency response need only be trained on the hazardous substances in question, possible outcomes of an emergency involving those substances; how to identify these substances and recognize their presence during an emergency; the employee’s role in site security, control and evacuation during the emergency; and recognizing the need for additional resources and how to notify the communication center. The amount of training for other responders ranges from eight to 24 hours and must cover specific items in the standard.

Paragraph (q) also includes specific requirements for medical surveillance and consultation, chemical protective clothing and post-emergency-response cleanup operations.

For more detailed information on Steps 1, 2 or 3, consult the 1910.120 standard or contact any MNOSHA area office.
OTHER REQUIREMENTS
There are additional state and federal OSHA standards related to environmental issues. In general, regulations in 29 CFR Part 1910 and MN Rules Chapter 5205 pertain to general industry (including manufacturing) and regulations in 29 CFR 1926 and MN Rules Chapter 5207 apply to construction activities. Some exceptions are noted below. Other environmentally related standards include:

- 1910.95 & 1926.52 Occupational Noise Exposure
- 1910.146 Permit-Required Confined Spaces and Minn. Rules 5207.0300-.0304 Confined Spaces
- 1910.1000 Air Contaminants and 1926.55 Gases, Vapors, Fumes, Dusts, and Mists
- MN Rules 5202.0660 subpt. 3 Maintenance Goals: Asbestos
- MN Rules 5207.0035 Demolition, Restoration, Remodeling Asbestos Survey
- 1910.1001 and 1926.1101 Asbestos (Note: 1926.1101 contains requirements for janitorial activities and building maintenance.)
- 1910.1025 and 1926.62 Lead
- 1910.1026 and 1926.1126 Chromium (VI)
- 1910.1027 and 1926.1127 Cadmium
- 1910.1028 and 1926.1128 Benzene
- 1910.1030 Bloodborne Pathogens
- 1910.1047 and 1926.1147 Ethylene Oxide
- 1910.1048 and 1926.1148 Formaldehyde
- 1910.1052 and 1910.1152 Methylene Chloride
- 1910.1450 Occupational Exposure to Hazardous Chemicals in Laboratories

For further information on these or other standards, contact any MNOSHA area office (see phone numbers at the beginning of this chapter) or visit either the state or federal Web sites: www.doli.state.mn.us (state of Minnesota); and www.osha.gov (federal government).