

**CS Part 6. Personal Protective Equipment  
Compared With  
29 C.F.R. 1926 Subpart E – Personal Protective and Life Saving Equipment**

**Summary:** The significant differences between CS Part 6 Personal Protective Equipment 29 C.F.R. 1926 Subpart E – Personal Protective and Life Saving Equipment are in:

- Employer responsibility
- Head protection (especially helmets)
- Contact lens use
- Body protection
- Reflectorized vest and apparel usage
- Unguarded surface
- Safety lines
- Lineman’s belt and safety straps
- Safety nets
- Working over or near water
- Rubber protective equipment

The comparisons show only those provisions where MIOSHA rules are different than OSHA or where MIOSHA rules are not included in 29 C.F.R.

\*\*\*\*means there is a comparable OSHA rule to this paragraph

MIOSHA	OSHA
<p><b>R 408.40617 Employer responsibility.</b>  <b>Rule 617.</b> (1) An employer shall provide to an employee, at no expense to the employee, the initial issue of personal protective equipment and replacement equipment necessary due to reasonable wear and tear required by this part or any other construction safety standard rules, unless specifically indicated otherwise in this part or any other construction safety standard rules, or unless a collective bargaining or other employer/employee agreement specifically requires employees to provide such equipment.            (2) An employer shall require an employee to wear personal protective equipment when prescribed by the rules of this part.            (3) If the employer supplies personal protective equipment which is worn in direct contact with the skin, the equipment shall be sanitized before being reissued to another employee.            (4) Subrule (1) of this rule does not preclude an employer from developing company rules concerning the replacement of personal protective equipment where not in conflict with a collective bargaining agreement.            (5) Any company rule which deals with the replacement of personal protective equipment shall be in writing, shall be issued to an employee upon hiring or on file with an authorized employee representative, and shall be posted.</p>	<p><b>1926.95 Criteria for personal protective equipment.</b>  <b>1926.95(a)</b> Application. Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.  <b>1926.95(b)</b> Employee-owned equipment. Where employees provide their own protective equipment, the employer shall be responsible to assure its adequacy, including proper maintenance, and sanitation of such equipment.  <b>1926.95(c)</b> Design. All personal protective equipment shall be of safe design and construction for the work to be performed.</p>

MIOSHA	OSHA
<p><b>R 408.40621 Certification of head protection.</b></p> <p><b>Rule 621.</b> (1) A class A helmet shall bear a certification by the manufacturer that the helmet is as prescribed in ANSI standard Z89.1-1986, industrial head protection, which is adopted in these rules by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The standard may be purchased at a cost of \$24.00 as of the time of adoption of these rules from the American National Standards Institute, 1430 Broadway, New York, New York 10018, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, P.O. Box 30643, Lansing, Michigan 48909.</p> <p>(2) A class B helmet for the protection of an employee exposed to voltages of more than 600 volts shall bear a certification by the manufacturer that the helmet is as prescribed in ANSI standard Z89.2-1986, industrial protective helmets for electrical workers, which is adopted in these rules by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The standard may be purchased at a cost of \$24.00 as of time of adoption of these rules from the American National Standards Institute, 1430 Broadway, New York, New York 10018, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, Box 30643, Lansing, Michigan 48909.</p>	<p><b>1926.100 Head protection.</b></p> <p><b>1926.100(a)</b> Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets.</p> <p><b>1926.100(b)</b> Helmets for the protection of employees against impact and penetration of falling and flying objects shall meet the specifications contained in American National Standards Institute, Z89.1 – 1969, Safety Requirements for Industrial Head Protection.</p> <p><b>1926.100(c)</b> Helmets for the head protection of employees exposed to high voltage electrical shock and burns shall meet the specifications contained in American National Standards Institute Z89.2 – 1971.</p>
<p><b>R 408.40622 Use of head protection.</b></p> <p><b>Rule 622.</b> (1) A helmet, as prescribed in R 408.40621, shall be used to protect the employee where a hazard or risk of injury exists from falling or flying objects or particles or from other harmful contacts or exposures.</p> <p>(2) Where there is exposure to electrical contact, helmet liners or wind guards shall not be in contact with the outside shell of the helmet.</p> <p>(3) Metallic helmet shall not be used.</p> <p>(4) A helmet that has been physically altered, painted, or damaged shall not be worn.</p> <p>(5) An employee shall not physically alter the helmet.</p> <p>(6) A chin strap shall be provided with a helmet and shall be used when the employee is exposed to weather or work operations that may cause the helmet to be displaced.</p> <p>(7) A hat, cap, or net shall be worn by a person where there is a danger of hair entanglement in moving machinery or equipment or where there is exposure to means of ignition. The hair enclosure shall be designed to be reasonably comfortable to the wearer, shall completely enclose all loose hair, and shall be adjustable. Material used for a hair enclosure shall be fast-dyed and non-irritating to the skin when subject to perspiration.</p> <p>(8) A hair enclosure used in an area where there is a danger of ignition from heat, flame, or chemical reaction shall be made of materials that are flame-retardant.</p>	<p><b>No comparable 1926 OSHA provision except:</b></p> <p><b>1926.100 Head protection.</b></p> <p><b>1926.100(a)</b> Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets.</p>

MIOSHA	OSHA
<p><b>R 408.40623 Certification of face and eye protection.</b>  <b>Rule 623.</b> Except for the devices required by R 408.40624(6), all face and eye protection devices shall bear a certification by the manufacturer that the device has been produced according to ANSI standard Z87.1, as revised in 1991, occupational and educational eye and face protection, which is adopted in these rules by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The standard may be purchased at a cost of \$42.00 as of the time of adoption of these rules from the American National Standards Institute, 1430 Broadway, New York, New York 10018, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, P.O. Box 30643, Lansing, Michigan 48909. If it is impractical for the protection device to bear the certification, then the container for the device shall bear the certification.</p>	<p><b>1926.102(a)(2)</b> Eye and face protection equipment required by this Part shall meet the requirements specified in American National Standards Institute, Z87.1-1968, Practice for Occupational and Educational Eye and Face Protection.</p>
<p><b>R 408.40624 Use of face and eye protection.</b>  <b>Rule 624.</b> (1) ****</p> <p>(2) Contact lenses or United States food and drug administration standard hardened lenses shall not be considered as eye protection as required by this part.</p> <p>(3) ****</p> <p>(4) Face and eye protection equipment shall be of proper size to fit the employee and protect against the intrusion of foreign objects</p> <p>(5) When an employee is welding and using a welding shield, the shield shall incorporate a safety glass feature with a flip-up filter lens or the employee shall wear safety glasses with side shields or goggles under the shield when the shield is raised and is exposed to flying objects.</p> <p>(6) to (7)****</p> <p>(8) Laser protective goggles shall bear a label by the manufacturer showing all of the following data:  (a) The laser wavelengths for which use is intended.  (b) The optical density of those wavelengths.  (c) The visible light transmission.  If requiring the goggles to bear the data is impractical, then the goggle box shall bear the data.</p> <p>(9) to (11) ****</p>	<p>Equivalent</p> <p><b>No comparable OSHA provisions</b></p> <p>Equivalent</p> <p><b>No comparable OSHA provisions except:</b></p> <p><b>1926.102 Eye and face protection.</b>  <b>1926.102(a) General.</b>  <b>1926.102(a)(1)</b> Employees shall be provided with eye and face protection equipment when machines or operations present potential eye or face injury from physical, chemical, or radiation agents.</p> <p>Equivalent</p> <p><b>1926.102(2) Laser protection.</b>  <b>1926.102(2)(ii)</b> All protective goggles shall bear a label identifying the following data:  <b>1926.102(2)(a)</b> The laser wavelengths for which use is intended;  <b>1926.102(2)(b)</b> The optical density of those wavelengths;  <b>1926.102(2)(c)</b> The visible light transmission.</p> <p>Equivalent</p>

MIOSHA	OSHA
<p><b>R 408.40625 Certification and use of foot protection.</b></p> <p><b>Rule 625.</b> (1) Safety toe footwear shall bear a permanent mark to show the manufacturer's name or trademark and to show certification of compliance with ANSI standard Z41-1991, protective foot wear personal protection, which is adopted in these rules by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The standard may be purchased at a cost of \$20.00 as of the time of adoption of these rules from the American National Standards Institute, 1430 Broadway, New York, New York 10018, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, Box 30643, Lansing, Michigan 48909.</p> <p>(2) An employee shall wear foot protection or toe protection, or both, if conditions of the job are likely to cause a foot injury. The employee shall provide the foot protection or toe protection unless specifically otherwise provided for in a collective bargaining agreement or other employer-employee agreement.</p> <p>(3) Where toe protection other than safety toe footwear prescribed in subrule (1) of this rule is worn the toe protection shall have an impact value of not less than that required for the safety toe footwear.</p> <p>(4) Where a hazard is created from a process, a chemical or mechanical irritant which could cause an injury or impairment to the feet by absorption or from physical contact other than from impact, footwear such as boots, overshoes, rubbers, wooden-soled shoes, or their equivalent shall be worn by the employee and provided for by the employer.</p> <p>(5) The foot protection shall be maintained without holes due to wear, rips, or tears which reduce the intended protection.</p>	<p><b>1926.96 Occupational foot protection.</b></p> <p>Safety-toe footwear for employees shall meet the requirements and specifications in American National Standard for Men's Safety-Toe Footwear, Z41.1 – 1967.</p>
<p><b>R 408.40626 Body protection.</b></p> <p><b>Rule 626.</b> (1) An employee who handles rough, sharp-edged, abrasive materials, or whose work subjects the hands to lacerations, punctures, burns, or bruises, shall wear hand protection of a type suitable for the work being performed. The employee shall provide the hand protection unless specifically otherwise provided for in a collective bargaining agreement or other employer-employee agreement.</p> <p>(2) Cloth gloves shall not be worn when operating rotating equipment such as a drill or a powered threading machine.</p> <p>(3) Precautions shall be taken with regard to synthetic clothing that is worn near a source of flame, spark, a hot surface, or material that could ignite the clothing.</p> <p>(4) An employee shall not wear loose clothing, neckwear encircling the neck, or exposed jewelry, such as rings and necklaces, near a machine having reciprocating or rotating shafts or spindles or when handling material that could catch on clothing or jewelry and cause injury. A ring shall not be worn on the finger unless covered by a glove or tape.</p>	<p><b>No comparable OSHA provision except:</b></p> <p><b>1926.96 Criteria for personal protective equipment.</b></p> <p><b>1926.96(a) Application.</b> Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.</p>

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<p><b>R 408.40626</b>(5) When an employee is exposed to hazards such as radiation, alkalis, acids, abrasives, and temperature extremes other than those caused by weather conditions, appropriate head, body, and hand protection shall be worn to protect the employee from that hazard. Such personal protective equipment shall be provided by the employer.</p> <p>(6) A hood shall be made of materials that combine mechanical strength and lightness of weight to a high degree, shall be non-irritating to the skin when subjected to perspiration, and shall be capable of withstanding frequent cleaning and disinfection. Materials used in the manufacture of goods shall also be suitable to withstand the hazards to which the user may be exposed. An air-line hood shall meet the requirements of the department of consumer and industry services.</p>	
<p><b>R 408.40627 Reflectorized vests and apparel.</b></p> <p><b>Rule 627.</b> (1) A flagperson shall wear a fluorescent orange warning garment while flagging or directing vehicular traffic.</p> <p>(2) A warning garment worn at night shall be reflectorized.</p>	<p><b>1926.651 Specific Excavation Requirements.</b></p> <p><b>1926.651(d)</b> Exposure to vehicular traffic. Employees exposed to public vehicular traffic shall be provided with, and shall wear, warning vests or other suitable garments marked with or made of reflectorized or high-visibility material.</p>
<p><b>R 408.40631 Protection from unguarded surfaces.</b></p> <p><b>Rule 631.</b> (1) An employer shall ensure that an employee whose protection from falling is not covered by another part of the construction safety standards and who works more than 10 feet above the ground or floor from an unguarded work surface or who, regardless of height, works from an unguarded work surface above or adjacent to, or above and adjacent to, a specific hazard, such as, but not limited to, dangerous equipment or an open tank or vat of hazardous substances, is either secured by a rope grab to a lifeline or to a structure or is protected by a safety net prescribed in R 408.40635.</p> <p>(2) Subrule (1) of this rule does not apply to an employee who is doing any of the following:</p> <ul style="list-style-type: none"> <li>(a) Performing the operations of making initial connections of structural shapes up to 30 feet in height above the floor, water, or ground.</li> <li>(b) Erecting a hoist, derrick, scaffold, or elevator if it is impractical to affix a lifeline, a lanyard, or a safety net.</li> <li>(c) Overhand bricklaying if the mechanic is not required to reach more than 10 inches below the normal work surface.</li> </ul> <p>(3) to (6) ****</p>	<p><b>No comparable OSHA provision in Subpart E.</b></p> <p>Equivalent</p>

MIOSHA	OSHA
<p><b>R 408.40631</b>(7) An employer shall ensure that a safety belt, safety harness, lanyard, and lifeline is constructed as prescribed in ANSI standard A10.14-1991, requirements for safety belts, harnesses, lanyards, and lifelines for construction and demolition use, which is adopted in these rules by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The standard may be purchased at a cost as of the time of adoption of these rules of \$40.00 from the American National Standards Institute, 1430 Broadway, New York, New York 10018, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, Box 30643, Lansing, Michigan 48909.</p> <p>(8) A safety belt or safety harness purchased after the effective date of this part shall bear certification that it has been constructed as prescribed according to ANSI standard A10.14 1991.</p>	<p><b>No comparable OSHA provisions</b></p>
<p><b>R 408.40634 Lineman’s belt and safety strap; construction.</b></p> <p><b>Rule 634.</b> A lineman’s belt and safety strap shall meet all of the following criteria:</p> <p>(a) to (b)(iii)****</p> <p>(b)(iv) The corrosion-resistant finish shall meet the requirements of the ASTM B117-73 (1979), 50-hour test published in 1973 and approved in 1979 without change, which is incorporated herein by reference and may be inspected at the Lansing office of the Department of Consumer and Industry Services. This standard may be purchased at a cost of \$4.00 from the American Society of Testing and Materials, 1916 Race Street, Philadelphia, Pennsylvania 10103, or from the Michigan Department of Consumer and Industry Services, 7150 Harris Drive, Box 30643, Lansing, Michigan 48909.</p> <p>(c) to (f)****</p>	<p>Equivalent</p> <p><b>No comparable provision found in 1926.959 “Lineman’s Body Belts, Safety Straps, And Lanyards”</b></p> <p>Equivalent</p>
<p><b>R 408.40635 Safety nets.</b></p> <p><b>Rule 635.</b> (1) An employer shall provide safety nets if a workplace is more than 30 feet above the ground, water, or other surfaces and if the use of ladders, scaffolds, catch platforms, temporary floors, safety lines, or safety belts is impractical.</p>	<p><b>1926.105 Safety nets.</b></p> <p><b>1926.105(a)</b> Safety nets shall be provided when workplaces are more than 25 feet above the ground or water surface, or other surfaces where the use of ladders, scaffolds, catch platforms, temporary floors, safety lines, or safety belts is impractical.</p>

MIOSHA	OSHA
<p>(2) If safety net protection is used, an employer shall ensure that operations are not undertaken until the net is in place and has been tested as follows:</p> <p>(a) A 250-pound test weight shall be dropped from a height of 50 feet, or a 500-pound test weight from a height of 25 feet, into the approximate center of each panel of the net. The test weight shall be a sand-filled canvas bag that is approximately 5 feet in length.</p> <p>(b) A safety net shall be field-tested and inspected by a qualified person who is designated as responsible for the safety of the employees to be protected. A field test tag shall be affixed to the net at an accessible location and show the test date and the name of the qualified person who conducted the test.</p> <p>(c) The designated qualified person shall test a net which is in place and which is continuously used not less than once every 30 days. The designated qualified person shall test a net which is in place and which has not been used in a 30-day period before use.</p> <p>(d) A net exposed to oil, grease, acid, or other materials which have a deteriorating effect on the net shall be constructed of a material that is resistant to the deteriorating effects.</p> <p>(3) to (7)****</p> <p>(8) An employer shall maintain a safety net free of debris that might cause injury to a falling employee.</p> <p>(9) If an employee working below a safety net is exposed to falling tools or other objects, then an employer shall ensure that a supplemental net, or equivalent material capable of withstanding the impact, is laid inside the safety net to protect the employee.</p>	<p><b>1926.105(b)</b> Where safety net protection is required by this part, operations shall not be undertaken until the net is in place and has been tested.</p> <p>Equivalent</p> <p><b>No comparable OSHA provision.</b></p>
<p><b>R 408.40636 Working over or near water.</b></p> <p><b>Rule 636.</b> (1) Where a possibility of drowning exists, an employee working over or adjacent to water shall wear a life jacket or buoyant work vest. The life jacket or buoyant vest shall bear a label, "U.S. Coast Guard approved." The jacket shall be of a type to roll the wearer face up, if unconscious.</p> <p>(2) to (3)****</p> <p>(4) Not less than 1 lifesaving boat equipped with a method of propulsion that is effective for the water conditions shall be available at the location where an employee works over or adjacent to water and the possibility of drowning exists.</p>	<p><b>1926.106 Working over or near water.</b></p> <p><b>1926.106(a)</b> Employees working over or near water, where the danger of drowning exists, shall be provided with U.S. Coast Guard-approved life jacket or buoyant work vests.</p> <p>Equivalent</p> <p><b>1926.106(d)</b> At least one lifesaving skiff shall be immediately available at locations where employees are working over or adjacent to water.</p>

MIOSHA	OSHA
<p><b>R 408.40641 Rubber protective equipment; certification; use and storage.</b></p> <p><b>Rule 641.</b> (1) An employer shall ensure that all of the following, when required by R 408.41601 et seq. or R 408.41701 et seq., bear a permanent mark to show the manufacturer's name or trademark and certification of compliance with the appropriate ASTM standard as listed in table 4:</p> <ul style="list-style-type: none"> <li>(a) Rubber insulating gloves.</li> <li>(b) Rubber insulating matting.</li> <li>(c) Rubber insulating blankets.</li> <li>(d) Rubber insulating covers.</li> <li>(e) Rubber insulating line hose.</li> <li>(f) Rubber insulating sleeves.</li> </ul> <p>The following standards listed in table 4 are adopted by reference in the rules and may be inspected at the Lansing office of the Department of Consumer and Industry Services. The ASTM standards may be purchased from the American Society for Testing and Materials, 100 Barr Harbor Drive, West Conshohocken, Pennsylvania 19428-2959. The ASTM customer service telephone number is (610-832-9585. Each of these standards may also be purchased at a cost of \$30.00 as of the time of adoption of this rule from the Standards Division, Michigan Department of Consumer and Industry Services, 7150 Harris Drive, Box 30643, Lansing, Michigan 48909.</p> <p>(2) Table 4 reads as follows: (see Standard)</p> <p>(3) Material other than rubber that offers equivalent or greater protection may be used in insulating gloves, insulating matting, insulating blankets, insulating covers, insulating line hose, and insulating sleeves if the material is certified to meet the appropriate ASTM standard tests.</p> <p>(4) A trained employee or outside service shall visually inspect rubber insulating sleeves and blankets and perform an electrical test within 12 months after purchase and not less than once every 12 months after the initial inspection and electrical test. An employer shall ensure that the equipment is dated or coded with the date of purchase or issuance and the date of each periodic test. The trained employee or outside service shall perform the electrical test in accordance with the applicable American society for testing and materials standards listed in table 4.</p> <p>(5) The employee who is to use the equipment shall visually inspect the equipment listed in table 4 for cracks, cuts, punctures, and thin spots before each use. If insulating gloves are required and used, then that employee shall manually air test the gloves daily before starting work.</p> <p>(6) The employer shall ensure that equipment that does not meet the electrical test requirements, visual inspection, or manual air test for flaws, scuffs, snags, punctures, and foreign substances, such as oil, dirt, or grease shall be removed from service.</p> <p>(7) An employer shall ensure that an insulated blanket, glove, or sleeve is capable of withstanding the voltage to which it may be subjected.</p>	<p><b>No comparable OSHA provision except:</b></p> <p><b>1926.951 Tools and protective equipment.</b></p> <p><b>1926.951(a)</b> Protective equipment. (1)(i) Rubber protective equipment shall be in accordance with the provisions of the American National Standards Institute (ANSI), ANSI J6 series, as follows: See Table</p> <p><b>1926.951(a)(ii)</b> Rubber protective equipment shall be visually inspected prior to use.</p> <p><b>1926.951(a)(iii)</b> In addition, an "air" test shall be performed for rubber gloves prior to use.</p> <p><b>1926.951(a)(iv)</b> Protective equipment of material other than rubber shall provide equal or better electrical and mechanical protection</p>

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<p><b>R 408.40641(8)</b> The employer shall keep insulating gloves, sleeves, and blankets as free as possible from ozone, chemicals, heat, oils, solvents, damaging vapors, fumes, electrical discharges, and sunlight. The employer shall store the gloves, sleeves, and blankets in a bag, box, container, or compartment that is designed and used exclusively for their storage and shall not fold, crease, or compress the gloves, sleeves, and blankets.</p> <p>(9) The maximum intervals for the electrical retesting of gloves required by ASTM F496-97 are shown in the following table:</p> <table border="1" data-bbox="120 562 781 1115"> <thead> <tr> <th colspan="2" data-bbox="120 562 781 653"><b>TABLE 5 ELECTRICAL RETESTING OF GLOVES</b></th> </tr> <tr> <th data-bbox="120 653 521 747">DESCRIPTION</th> <th data-bbox="521 653 781 747">MAXIMUM INTERVAL BETWEEN TESTS</th> </tr> </thead> <tbody> <tr> <td data-bbox="120 747 521 842">1. Gloves, in use</td> <td data-bbox="521 747 781 842">6 months</td> </tr> <tr> <td data-bbox="120 842 521 936">2. Gloves, in use by telecommunication industry</td> <td data-bbox="521 842 781 936">9 months</td> </tr> <tr> <td data-bbox="120 936 521 1031">3. Gloves, tested but not issued for service</td> <td data-bbox="521 936 781 1031">12 months</td> </tr> <tr> <td colspan="2" data-bbox="120 1031 781 1115">Note: Work practices and test experience shall be taken into consideration in determining intervals between tests.</td> </tr> </tbody> </table>	<b>TABLE 5 ELECTRICAL RETESTING OF GLOVES</b>		DESCRIPTION	MAXIMUM INTERVAL BETWEEN TESTS	1. Gloves, in use	6 months	2. Gloves, in use by telecommunication industry	9 months	3. Gloves, tested but not issued for service	12 months	Note: Work practices and test experience shall be taken into consideration in determining intervals between tests.		
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