

# **NEW OSHA RULING ON PPE**

**Safety and Compliance with Honeywell Solutions**

## INTRODUCTION

The Occupational Safety and Health Administration (OSHA) has recently finalized a pivotal revision to the Personal Protective Equipment (PPE) standard for the construction industry. The revised rule amends 29 CFR 1926.95, which outlines the criteria for PPE in the construction industry. Specifically, OSHA updated [Section 1926.95\(c\)](#) to state that:

Construction industry employers must ensure that all personal protective equipment:

1. Is of safe design and construction for the work to be performed; and
2. Is selected to ensure that it properly fits each affected employee.

By stating that PPE must properly fit any construction worker who requires it, this ruling not only enhances safety measures against hazardous conditions but also sets a new standard for inclusivity and worker protection in the construction industry. Failure to comply with this standard could result in citations and penalties from OSHA, with the severity depending on the nature of the violation and the employer's history of non-compliance.

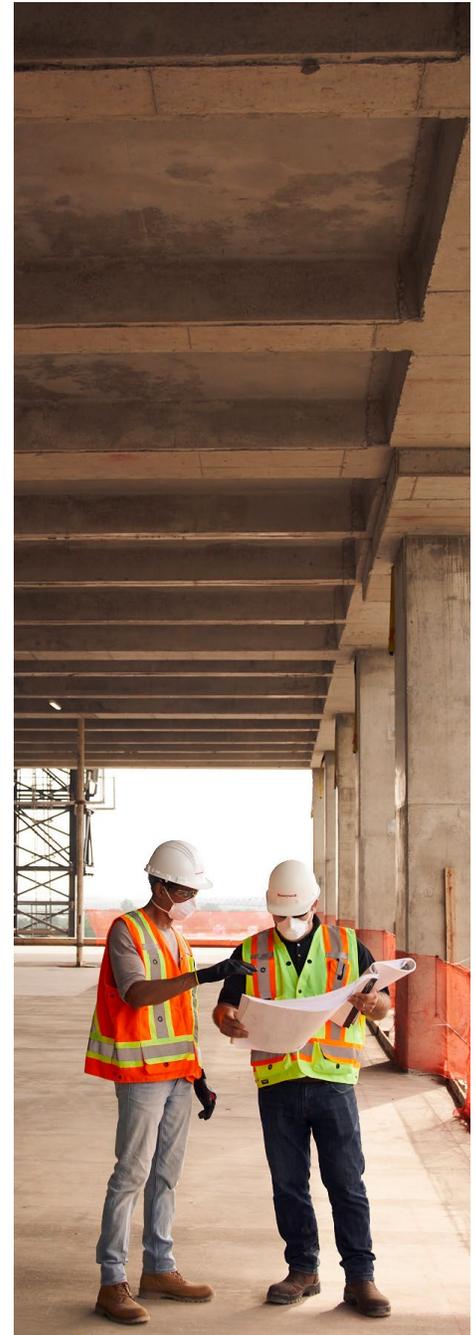
This white paper aims to shed light on the significance of this ruling, explore its implications for the construction industry, highlight how Honeywell's range of PPE solutions supports compliance and helps to enhance worker safety.

## BACKGROUND

Personal protective equipment is indispensable in safeguarding construction workers from a myriad of workplace hazards. However, improperly sized PPE has been a longstanding issue, particularly among women and physically smaller or larger workers.

Ill-fitting PPE can be ineffective, create new safety risks, and discourage its use due to discomfort. For example, *Occupational Health & Safety Magazine* explains the hazards of improperly fitted gloves:

**“The glove could slip off at the worst time, exposing the hand to an edge or impact. A loose glove could compromise a worker’s grip and cause them to drop a heavy load. If gloves are too tight or too loose, they can diminish tactile sensitivity, leading to errors in handling machinery or pressing control panel buttons.”<sup>1</sup>**



# THE NEW OSHA RULING

Effective January 13, 2025, OSHA's new rule explicitly requires that PPE must properly fit construction workers. OSHA stated in the proposed rule that improperly fitting PPE can be uncomfortable for the wearer, which in turn can lead workers to modify or disregard the PPE and become vulnerable to a hazard (81 FR 46711). This revision aligns the construction industry's standards with those already in place for general industry. The rule is a response to growing awareness and advocacy for more inclusive and effective protective measures, ensuring all workers have access to PPE that fits their specific body dimensions.\*

*Assistant Secretary for Occupational Safety and Health, Doug Parker, emphasized the critical nature of this change, noting the considerable support from both employers and unions. "PPE must fit properly to work," he stated, highlighting the broad consensus on the need for this enhancement in worker protection.*

## SPECIFIC LANGUAGE AND REQUIREMENTS

The updated standard includes specific language that mandates employers to provide PPE that properly fits their workers. The new rule amends the old PPE standard, [29 CFR 1926.95\(c\)](#), by explicitly requiring all gear to fit correctly. This requirement addresses the inadequacies of the former "one-size-fits-all" approach taken by some employers, promoting more tailored solutions that accommodate the diverse physical characteristics of the workforce.\*

## POTENTIAL HAZARDS OF IMPROPERLY SIZED PPE

Improperly sized PPE can be detrimental in multiple ways:

- Ineffectiveness in Protection: Oversized gloves or protective clothing can be caught in machinery, leading to severe injuries. Similarly, ill-fitting dust masks can fail to provide adequate respiratory protection.
- Creation of New Hazards: Excess material can lead to tripping or entanglement, further endangering workers.
- Discouragement of Use: Discomfort from ill-fitting gear can cause workers to avoid wearing PPE, increasing their risk of injury.

This ruling aims to mitigate these risks by ensuring PPE is both effective and fits comfortably, thereby encouraging consistent use.



\*The customer/end user is solely responsible for selecting the appropriate PPE size.

# IMPLICATIONS FOR THE CONSTRUCTION INDUSTRY

The implementation of this new rule will require significant adjustments within the construction industry. Companies will need to review and possibly revise their procurement practices to ensure a range of PPE sizes is available. Additionally, training processes may need to be updated to educate workers on the importance of proper fit and how to select and maintain the right PPE.\*

## BENEFITS OF PROPERLY FITTING PPE

There are many advantages to PPE that fits correctly, including:

- Improved Worker Safety: Properly fitting PPE helps provide better protection, thereby helping reduce the risk of injuries.
- Increased Comfort: Comfortable PPE is more likely to be worn consistently, enhancing overall safety compliance.

By adopting this rule, construction companies can foster a safer and more inclusive work environment.



## HONEYWELL PPE SOLUTIONS



*“With a history in safety innovation that dates back over 100 years with the industry’s top brands of Howard Leight, Miller, Salisbury, UVEX, North, Fibre-Metal and more, we fully support OSHA’s new ruling on PPE. Ensuring that personal protective equipment fits properly has always been essential for the safety and well-being of workers. Our commitment to leadership in eye, head, and hearing protection is aligned with these regulations and we’ll continue to add even more PPE options in new shapes, styles, sizes and adjustability that can meet the diverse needs of employees,” says Dan Marshall, Sr. Director, Honeywell General Safety.*

By recognizing the inadequacies of generalized PPE, Honeywell offers a wide range of products tailored to different body types, as well as including adjustability features, to ensure proper fit and enhancing safety in many lines of business.

\*Review the complete OSHA ruling for more information.  
<https://public-inspection.federalregister.gov/2024-29220.pdf>



## FALL PROTECTION

Miller fall protection harnesses, such as the H700 and H500 (Construction Comfort model), are designed with ergonomics and a variety of sizes in mind. Available in sizes XS-3/4XL, features include configurable leg strap design for customizable comfort and a weight capacity of 420 lbs. The Pivot Strap Adjuster offers worker mobility and comfort, enabling workers to adjust the shape of their leg straps, depending on the action that needs to be performed (crouching, bending, crawling, etc.). It also allows for adjustment of the back webbing, for a more customized comfort fit.

These harnesses cater to different user weights and body dimensions, ensuring that every worker can find a suitable fit. Properly fitting harnesses not only improve comfort but also significantly enhance safety during falls.

*Marc Harkins, Director Offering Management at Honeywell, emphasizes the importance of driving fit for harnesses: “Ensuring that harnesses fit properly is not just about comfort; it’s about safety. A well-fitted harness can significantly reduce the risk of injury and improve worker confidence on the job.”*



## RESPIRATORY PROTECTION

OSHA requires fit testing for all respirators. A NIOSH-approved air-purifying respirator (APR) fits properly when it forms a tight seal against your face and you don’t feel air leaking out. To ensure a proper fit, you should:

- Get fit-tested when you’re first assigned the respirator, and periodically after that
- Follow the fit-checking procedures recommended by the respirator manufacturer
- Check for gaps by placing your hands over the respirator and breathing out
- Adjust the respirator if you feel air leaking out or your glasses fog up
- Remove facial hair that might interfere with the seal, like beards, sideburns, or some mustaches

*Bryan Piano, Director Offering Management at Honeywell Respiratory, adds: “Proper fit is paramount in respiratory protection. Our goal is to ensure that every worker has access to PPE that not only meets safety standards but also provides the comfort and correct fit needed for prolonged use.”*

Honeywell North Air Purifying Respirators (APRs) are available in various sizes to ensure a tight seal, crucial for protecting workers from harmful particulates. The adjustable headbands and ergonomic designs of Honeywell’s respiratory gear accommodate a wide range of head sizes and shapes, further promoting inclusivity and effective use.

## HAND PROTECTION

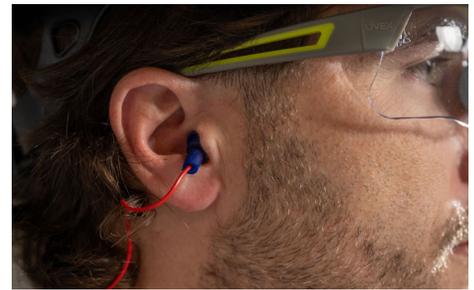
Wearing hand protection that fits is of vital importance. Hands are highly susceptible to injuries. Hand injuries are one of the leading types of injuries on the job in the United States; proper hand protection can reduce the risk of hand injury by over 70%. The wrong size can expose workers to serious hazards and cause major injuries. Honeywell's gloves are available in smaller sizes like 6 (XS), targeting smaller hands and ensuring a secure fit, as well as larger sizes 11 (XXL).

*Honeywell's Tina Perales, National Product Sales Manager, Hand, Eye and Face Protection, adds "With the changing workforce, and women entering the construction industry, proper fit is critical. Employers cannot just assume that one size fits all."*



## HEARING PROTECTION

Fit testing and training are essential for each worker exposed to excessive noise. Hearing PPE mitigates the risk of hearing loss, tinnitus and other health conditions. However, earplugs and earmuffs are only effective with proper usage and fit. When it comes to hearing protection, proper fit is essential. Honeywell Howard Leight PPE offers adjustable headbands and wider foam cushions to fit a broader range of head and ear sizes. For earplugs, ear canals come in all sizes and shapes, and Honeywell provides a large selection of styles and sizes to accommodate these variations.



## FOOT PROTECTION

Construction sites present a variety of challenging surfaces and hazards like falling objects amongst others. Protecting your feet is vital. Honeywell offers an innovative approach to finding the right fit in footwear. The Scan and Match 3D Scanner instantly captures your foot data in 3D. The AI-powered fit engine uses Honeywell footwear database data and then matches you with the perfect shoes from our collection of over 450 styles.

Another option is Honeywell's work boot ([Oliver 55332](#)), designed with a NATUREform® steel toe cap. It features a wide profile, providing greater comfort. It is designed to be wider and higher than the standard industry, accommodating proper fitting for most individuals. The safety shoes are available in various sizes, including

*Honeywell Footwear Business Leader Erik Pertot explains, "Proper fit in safety shoes is essential because it directly impacts both comfort and protection. A shoe that fits well reduces the likelihood of injuries, such as slips, trips, and falls, by providing stability and support. Furthermore, it enhances overall productivity by ensuring that workers can perform their tasks without discomfort. We prioritize the perfect fit to ensure maximum safety and efficiency in the workplace."*





## HEAD PROTECTION

Hard hats are often the first line of defense; therefore, proper fit is crucial for maximum protection. Yet users avoid wearing hats that are uncomfortable or fit poorly, which results in constant removal and readjustment and therefore, higher safety risks.

The NorthZone hard hat's suspension system comes with multiple adjustment points – so users can customize the fit to suit their own preferences. It also features a removable comfort cradle near the rear ratchet. Its ergonomic headband can be easily adjusted to three different sizes (S, M/L, and XL). The Tigerhood Futura welding helmet is available in an XXL version.



## EYE PROTECTION

In terms of eyewear, a good fit prevents the glasses from slipping or falling and fosters user acceptance.

The Uvex Genesis line includes a ratchet assembly for a more individualized fit and arm extensions to better secure the glasses.

## TRAINING

Employers play a pivotal role in enhancing workplace safety. A comprehensive safety program is the best way to protect your employees, stay productive, and comply with regulations governing fall protection. At Honeywell, we offer a total solution in comprehensive high-risk safety training, inspection, and assessment services. Our programs and services follow federal legislation and regulatory standards. Course selection is vast and versatile, including in-person, virtual, and online options. Learn more at [Safety-Training.Honeywell.com](https://www.honeywell.com/safety-training)

## CONCLUSION

The new OSHA ruling on properly fitted PPE marks a significant step forward in ensuring the health and safety of construction workers. By mandating that PPE must properly fit, OSHA addresses longstanding safety concerns and promotes a more inclusive work environment. Honeywell's extensive range of PPE solutions, designed with diverse body types in mind, supports compliance with this new rule and enhances worker safety. As the construction industry adapts to these changes, Honeywell remains a trusted partner in providing innovative, effective, and comfortable protective gear.



<sup>1</sup><https://ohsonline.com/Articles/2024/06/11/Why-One-Size-Fits-All-Is-Wrong.aspx>

**For more information**

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HPPE OSHA Fit Ruling | Whitepaper | 1/25  
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