



**Process Name** • Fall Protection Program

(07/18/2018 Revision)

## **Overview of Fall Protection Program**

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**Purpose:** To provide fall protection procedures to prevent injury to employees while performing work assignments at elevated levels.

**Scope:** Applies to all Central New Mexico Community College (CNM) employees who have work assignments at work levels that exceed 4 feet in height where guardrails or nets are not utilized. It also applies to any CNM employee working on an aerial lift.

**CNM Way Expert:** Safety and Environmental Health Department

### **Functional Units Involved-Responsibilities:**

A. Managers/Supervisors:

1. Ensures that all employees assigned to work at elevated levels, exceeding 4 feet, be protected by personal fall protection equipment.
2. Makes exposure determinations and shall discuss with their employees the extent to which ladders or vehicle mounted work platforms can be used.
3. Ensures that fall protection equipment is available and in safe working condition.

B. Employees:

1. Uses/wears the fall protection equipment as required by this program.
2. Understands the potential hazards of working at elevated levels as well as gaining access to and from the work location.
3. Understands the use and limitations of such equipment.
4. Pre-plans the job with his/her supervisor to agree that the job can be done safely.
5. Inspects such equipment before each use and to report defective equipment immediately to their supervisor.

C. Safety Director/Designee:

- D. Provides support on fall protection selections and situations.
- E. Develops and maintains the Fall Protection program and annually reviews it.
- F. Provides annual training to applicable groups.

**Beginning of Process:** Development of the Grounds Safety program.

**End of Process:** Dynamic and continuing.

### **Definitions:**

- A. *Aerial lift (device)*- any vehicle-mounted device, telescoping or articulating, or both, which is used to position personnel, including extensible boom platforms, aerial ladders, articulating boom platforms, or vertical towers.
- B. *Anchorage*- means a secure point of attachment for lifelines, lanyards or deceleration devices.

- C. *Body belt (safety belt)*- means a strap with means both for securing it about the waist and for attaching it to a lanyard, lifeline, or deceleration device.
- D. *Body harness*- means straps which may be secured about the employee in a manner that will distribute the fall arrest forces over at least the thighs, pelvis, waist, chest and shoulders with means for attaching it to other components of a personal fall arrest system.
- E. *Buckle*- means any device for holding the body belt or body harness closed around the employee's body.
- F. *Carabineer*- see *Snaphook*
- G. *Connector*- means a device which is used to couple (connect) parts of the personal fall arrest system and positioning device systems together. It may be an independent component of the system, such as a carabineer, or it may be an integral component of part of the system (such as a buckle or D-ring sewn into a body belt or body harness, or a snap-hook spliced or sewn to a lanyard or self-retracting lanyard).
- H. *Deceleration device*- means any mechanism, such as a rope grab, rip-stitch lanyard, specially-woven lanyard, tearing or deforming lanyards, automatic self-retracting lifelines/lanyards, etc., which serves to dissipate a substantial amount of energy during a fall arrest, or otherwise limit the energy imposed on an employee during fall arrest.
- I. *Deceleration distance*- means the additional vertical distance a falling employee travels, excluding lifeline elongation and free fall distance, before stopping, from the point at which the deceleration device begins to operate. It is measured as the distance between the location of an employee's body belt or body harness attachment point at the moment of activation (at the onset of fall arrest forces) of the deceleration device during a fall, and the location of that attachment point after the employee comes to a full stop.
- J. *Designated area*- a distinct portion of a walking-working surface delineated by a warning line in which employees may perform work without additional fall protection.
- K. *Equivalent*- means alternative designs, materials, or methods to protect against a hazard which CNM can demonstrate will provide an equal or greater degree of safety for employees than the methods, materials or designs specified in the standard.
- L. *Failure*- means load refusal, breakage, or separation of component parts. Load refusal is the point where the ultimate strength is exceeded.
- M. *Free fall*- means the act of falling before a personal fall arrest system begins to apply force to arrest the fall.
- N. *Free fall distance*- means the vertical displacement of the fall arrest attachment point on the employee's body belt or body harness between onset of the fall and just before the system begins to apply force to arrest the fall. This distance excludes deceleration distance, and lifeline/lanyard elongation, but includes any deceleration device slide distance or self-retracting lifeline/lanyard extension before they operate and fall arrest forces occur.
- O. *Guardrail system*- means a barrier erected to prevent employees from falling to lower levels.
- P. *Infeasible*- means that it is impossible to perform the inspection work using a conventional fall protection system (i.e., guardrail system, safety net system, or personal fall arrest system) or that it is technologically impossible to use any one of these systems to provide fall protection.
- Q. *Lanyard*- means a flexible line of rope, wire rope, or strap which generally has a connector at each end for connecting the body belt or body harness to a deceleration device, lifeline, or anchorage.
- R. *Leading edge*- means the edge of a floor, roof, or formwork for a floor or other walking/working surface (such as the deck) which changes location as additional floor, roof, decking, or formwork sections are placed, formed, or constructed. A leading edge is considered to be an "unprotected side and edge" during periods when it is not actively and continuously under construction.

- S. *Lifeline*- means a component consisting of a flexible line for connection to an anchorage at one end to hang vertically (vertical lifeline), or for connection to anchorages at both ends to stretch horizontally (horizontal lifeline), and which serves as a means for connecting other components of a personal fall arrest system to the anchorage.
- T. *Low-slope roof*- a roof that has a slope less than or equal to a ratio of 4 in 12 (vertical to horizontal).
- U. *Lower levels*- means those areas or surfaces to which an employee can fall. Such areas or surfaces include, but are not limited to, ground levels, floors, platforms, ramps, runways, excavations, pits, tanks, material, water, equipment, structures, or portions thereof.
- V. *Personal fall arrest system*- means a system used to arrest an employee in a fall from a working level. It consists of an anchorage, connectors, a body belt or body harness and may include a lanyard, deceleration device, lifeline, or suitable combinations of these.
- W. *Positioning device system*- means a body belt or body harness system rigged to allow an employee to be supported on an elevated vertical surface, such as a wall, and work with both hands free while leaning.
- X. *Rope grab*- means a deceleration device which travels on a lifeline and automatically, by friction, engages the lifeline and locks so as to arrest the fall of an employee. A rope grab usually employs the principle of inertial locking, cam/level locking, or both.
- Y. *Self-retracting lifeline/lanyard*- means a deceleration device containing a drum-wound line which can be slowly extracted from, or retracted onto, the drum under slight tension during normal employee movement, and which, after onset of a fall, automatically locks the drum and arrests the fall.
- Z. *Snaphook*- means a connector comprised of a hook-shaped member with a normally closed keeper, or similar arrangement, which may be opened to permit the hook to receive an object and, when released, automatically closes to retain the object. Snaphooks are generally one of two types: (1) The locking type with a self-closing, self-locking keeper which remains closed and locked until unlocked and pressed open for connection or disconnection; or (2) The non-locking type with a self-closing keeper which remains closed until pressed open for connection or disconnection. As of January 1, 1998, the use of a non-locking snaphook as part of personal fall arrest systems and positioning device systems is prohibited.
- AA. *Unprotected sides and edges*- means any side or edge (except at entrances to points of access) of a walking/working surface, e.g., floor, roof, ramp, or runway where there is no wall or guardrail system at least 39 inches high.
- BB. *Walking/working surface*- means any surface, whether horizontal or vertical on which an employee walks or works, including, but not limited to, floors, roofs, ramps, bridges, runways, formwork and concrete reinforcing steel but not including ladders, vehicles, or trailers, on which employees must be located in order to perform their job duties.
- CC. *Work area*- means that portion of a walking/working surface where job duties are being performed.

**Related Documents and Forms:**

- A. Aerial Lift Rescue SOP (page 4)

## Aerial Lift Rescue SOP

- 1.) Before using an aerial lift ensure that there is a second employee that will stay on the ground.
- 2.) Both employees must have been trained on how to operate the lift using controls on the ground and on the lift.
- 3.) The employee on the lift must ensure that he is attached to the lift using a harness and lanyard.
- 4.) The employee on the lift shall keep both feet firmly planted on the platform.
- 5.) In case the operator on the lift falls out follow these steps:
  - a. Call dispatch and tell them the situation and have them send for help.
  - b. Calmly, in a controlled manner, use the ground controls slowly lower the lift and the person to the ground as possible.
  - c. Stay with the victim until paramedic arrive.
  - d. Provide all information needed by paramedics and leave only when released from paramedic personnel.

**Process:**

1) Fall Protection Procedure/Requirements

- a) Fall protection is required whenever employees are potentially exposed to falls from heights of four feet or greater to lower levels. This includes work near and around excavations. Use of guard rails, safety net, or personal fall arrest/restraint systems should be used when the standard methods of protection are not feasible or a greater hazard would be created.
- b) Every wall opening from which there is a drop of more than 4 feet shall be guarded.
- c) Each employee shall be protected from falling through any hole (skylight included) that is 4 feet or more by one or more of the following:
  - i) Cover
  - ii) Guardrail system
  - iii) Travel restraint system
  - iv) Personal fall arrest system
- d) When a skylight screen is selected for safeguarding the opening, and in the event the skylight is constructed of plastic material subject to fracture (as glass would be), then the skylight must at a minimum be provided with a skylight screen capable of withstanding a load of at least 200 pounds applied perpendicularly at any one area on the screen. If a plastic skylight is used it can provide the necessary structural integrity to support the 200-pound load would not be required to be further safeguarded, since it would meet the intended function of a screen as well.
- e) Fall protection equipment will meet the requirements of applicable ANSI, ASTM or OSHA requirements. When purchasing equipment and raw materials for use in fall protection systems all applicable ANSI and ASTM requirements should be met.
- f) A dedicated storage area shall be provided for the storage of fall protection equipment and all components. The storage area shall keep the equipment clean, dry, and free from oils, chemicals, paints, and excessive heat.
- g) Fall protection equipment shall be inspected before each use for wear, damage, other deterioration, or other defects.
- h) The following are minimum standards for CNM employee personal fall protection systems:
  - i) Connectors shall be drop forged, pressed or formed steel, or made of equivalent materials.
  - ii) Connectors shall have a corrosion-resistant finish, and all surfaces and edges shall be smooth to prevent damage to interfacing parts of the system.
  - iii) D-rings and snap hooks shall have a minimum tensile strength of 5,000 pounds.
  - iv) D-rings and snap hooks shall be proof-tested to a minimum tensile load of 3,600 pounds without cracking, breaking, or taking permanent deformation.
  - v) Snap hooks shall be sized to be compatible with the member to which they are connected to prevent unintentional disengagement of the snap hook. Only a locking type snap hook designed and used to prevent disengagement of the snap hook by the contact of the snap hook keeper by the connected member shall be used.
  - vi) Horizontal lifelines shall be designed, installed, and used, under the supervision of a qualified person, as part of a complete personal fall arrest system, which maintains a safety factor of at least two.
  - vii) Lanyards and vertical lifelines shall have a minimum breaking strength of 5,000 pounds. Where vertical lifelines are used, each employee shall be attached to a separate lifeline.
  - viii) Lifelines shall be protected against being cut or abraded.
  - ix) Self-retracting lifelines and lanyards which automatically limit free fall distance to 2 feet or less shall be capable of sustaining a minimum tensile load of 3,000 pounds applied to the device with the lifeline or lanyard in the fully extended position.

- x) Self-retracting lifelines and lanyards which do not limit free fall distance to 2 feet or less, rip stitch lanyards, and tearing and deforming lanyards shall be capable of sustaining a minimum tensile load of 5,000 pounds applied to the device with the lifeline or lanyard in the fully extended position.
  - xi) Anchorages used for attachment of personal fall arrest equipment shall be independent of any anchorage being used to support or suspend platforms and capable of supporting at least 5,000 pounds per employee attached, or shall be designed, installed, and used as part of a complete personal fall arrest system which maintains a safety factor of at least two and under the supervision of a qualified person.
  - xii) Systems used by an employee having a combined person and tool weight in excess of 310 pounds shall be modified to provide proper protection for such heavier loads.
  - xiii) The attachment point of the body harness shall be located in the center of the wearer's back near shoulder level, or above the wearer's head, except when climbing.
  - xiv) Body harnesses and components shall be used only for employee protection and not to hoist materials.
  - xv) Personal fall arrest systems and components subjected to impact loading shall be immediately removed from service and shall not be used again for employee protection until inspected and determined by a competent person to be undamaged and suitable for reuse.
  - xvi) Provide for prompt rescue of employees in the event of a fall or assure that employees are able to rescue themselves
  - xvii) Personal fall arrest systems shall be inspected prior to each use for wear, damage and other deterioration, and defective components shall be removed from service.
  - xviii) Personal fall arrest systems shall be inspected prior to each use for wear, damage and other deterioration, and defective components shall be removed from service.
  - xix) Personal fall arrest systems shall not be attached to guardrail systems, nor shall they be attached to hoists unless prior approval is obtained from a competent person.
  - xx) If and when a personal fall arrest system is used at hoist areas, it shall be rigged to allow the movement of the employee only as far as the edge of the walking/working surface.
- i) Stopping a Fall
    - i) The arresting force on an employee stopped by a fall shall be limited to a maximum arresting force of 1,800 pounds when wearing a body harness.
    - ii) The fall arrest system shall be rigged such that an employee can neither free fall more than 6 feet, nor contact any lower level.
    - iii) The fall arrest system shall bring an employee to a complete stop and limit maximum deceleration distance an employee travels to 3.5 feet.
    - iv) The fall arrest system shall have sufficient strength to withstand twice the potential impact energy of an employee free falling a distance of 6 feet, or the free fall distance permitted by the system, whichever is less.
- 2) Work on Low-Sloped Roof
- a) When work is performed less than 6 feet from the roof edge, CNM must ensure each employee is protected from falling by a guardrail system, safety net system, travel restraint system, or personal fall arrest system.
  - b) When work is performed at least 6 feet but less than 15 feet from the roof edge, CNM must ensure each employee is protected from falling by using a guardrail system, safety net system, travel restraint system, or personal fall arrest system. CNM may use designated areas when performing work that is both infrequent and temporary.

- c) When work is performed 15 feet or more from the roof edge, CNM must protect each employee from falling by a guardrail system, safety net system, travel restraint system, or personal fall arrest system or a designated area. CNM is not required to provide any fall protection, provided the work is both infrequent and temporary.

### 3) Designated Area

- a) When CNM uses a designated area, CNM must ensure:
- b) Employees remain within the designated area while work operations are underway.
- c) The perimeter of the designated area is delineated with a warning line consisting of a rope, wire, tape, or chain that meets the requirement below:
  - i) CNM must ensure each warning line has a minimum breaking strength of 200 pounds.
  - ii) Is installed so its lowest point, including sag, is not less than 34 inches and not more than 39 inches above the walking-working surface.
  - iii) Is supported in such a manner that pulling on one section of the line will not result in slack being taken up in adjacent sections causing the line to fall below the limits below:
    - (1) Is clearly visible from a distance of 25 feet away, and anywhere within the designated area.
    - (2) Is erected as close to the work area as the task permits.
    - (3) Is erected not less than 6 feet from the roof edge for work that is both temporary and infrequent, or not less than 15 feet for other work.

### 4) Guardrail Requirements

- a) Top edge height of top rails, or equivalent guardrail system members, shall be 42 inches plus or minus 3 inches above the walking/working level. When conditions warrant, the height of the top edge may exceed the 45-inch height, provided the guardrail system meets all other criteria of this section.
- b) Guardrail systems shall be capable of withstanding, without failure, a force of at least 200 pounds applied within 2 inches of the top edge, in any outward or downward direction, at any point along the top edge.
- c) Guardrail systems shall be so surfaced as to prevent injury to an employee from punctures or lacerations, and to prevent snagging of clothing.
- d) When guardrail systems are used at holes, they shall be erected on all unprotected sides or edges of the hole.
- e) When guardrail systems are used around holes which are used as points of access (such as ladder ways), they shall be provided with a gate, or be so offset that a person cannot walk directly into the hole.

### 5) Walking-Working Surface General Guidelines

- a) CNM must ensure that all places of employment, passageways, storerooms, service rooms, and walking-working surfaces are kept in a clean, orderly, and sanitary condition.
- b) The floor of each workroom is maintained in a clean and, to the extent feasible, in a dry condition. When wet processes are used, drainage must be maintained and, to the extent feasible, dry standing places, such as false floors, platforms, and mats must be provided.
- c) Walking-working surfaces are maintained free of hazards such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice.

- d) CNM must ensure that each walking-working surface can support the maximum intended load for that surface.
- e) CNM must provide, and ensure each employee uses, a safe means of access and egress to and from walking-working surfaces.
- f) Inspections
  - i) CNM must ensure walking-working surfaces are inspected, regularly and as necessary, and maintained in a safe condition.
  - ii) Hazardous conditions on walking-working surfaces are corrected or repaired before an employee uses the walking-working surface again. If the correction or repair cannot be made immediately, the hazard must be guarded to prevent employees from using the walking-working surface until the hazard is corrected or repaired.
  - iii) When any correction or repair involves the structural integrity of the walking-working surface, a qualified person performs or supervises the correction or repair.

## 6) Ladder Safety

- a) Safe Work Practices
  - i) Ladders shall be used only for the intended purpose for which they were designed.
  - ii) The ladder shall be secured at the top or held by another person at the base.
  - iii) The footing of the ladder shall be placed on a stable and level surface.
  - iv) Extension ladders shall be placed at a 4:1 ratio. Ladders shall be used at an angle such that the horizontal distance from the top support to the foot of the ladder is approximately one-quarter of the working length of the ladder (the distance along the ladder between the foot and the top support).
  - v) When ladders are not able to be extended then the ladder shall be secured at its top to a rigid support that will not deflect.
  - vi) Ladders shall not be placed on boxes, barrels, or other unstable bases to obtain additional height.
  - vii) Ladders shall not be used in a horizontal position as platforms, runways, or scaffolds.
  - viii) Ladders shall not be used by more than one man at a time.
  - ix) Ladders shall not be placed in front of doors opening toward the ladder unless the door is blocked open, locked, or guarded.
  - x) If a ladder is used in a high traffic area, barricades shall be placed to avoid accidental displacement due to collisions.
  - xi) Do not stand on the top rung or top of step ladders.
  - xii) Ladders shall extend a minimum of 3 feet above top of upper landing surface. The ladder side rails shall extend at least 3 feet (.9m) above the upper landing surface. When ladders are not able to be extended then the ladder shall be secured at its top to a rigid support that will not deflect.
  - xiii) The employee shall maintain a three (3)-point grip on the ladder at all times and carry tools/equipment on a belt or hoist up. Do not carry anything in the hands that could cause injury in case of fall.
  - xiv) The employee shall face the ladder while ascending or descending.
  - xv) The bracing on the back legs of stepladders is designed solely for increasing stability and not for climbing.
  - xvi) The ladder shall not be moved while in use.



b) Inspections

- i) Ladders shall be inspected by a competent person for visible defects on a periodic basis and after any occurrence that could affect their safe use. Things to look for include:
  - (1) Ladder rungs must be uniformly spaced or meet OSHA/ANSI specifications. Ladder rungs, cleats, and steps shall be parallel, level, and uniformly spaced, when the ladder is in position for use.
  - (2) Portable and fixed ladders with structural defects, such as, but not limited to, broken or missing rungs, cleats, or steps, broken or split rails, corroded components, or other faulty or defective components, shall either be immediately marked in a manner that readily identifies them as defective, or be tagged with "Do Not Use" or similar language, and shall be withdrawn from service until repaired
  - (3) If a ladder is tipped over, it shall be inspected by a competent person for side rail dents or bends, or excessively dented rungs; check all rung to side rail connections; check hardware connections; check rivets for shears.
  - (4) Ladders with broken or missing steps, rungs, or cleats, broken side rails, or other faulty equipment shall not be used; improvised repairs shall not be made.
  - (5) All wood parts shall be free from sharp edges and splinters; sound and not painted.

c) Portable Ladders

- i) Stepladders shall not be longer than 20 feet. Single ladders shall not be longer than 30 feet.
- ii) A two-section extension ladders shall not be longer than 60 feet. All ladders of this type shall consist of two sections, one to fit within the side rails of the other, and arranged in such a manner that the upper section can be raised and lowered.
- iii) Keep all ladders at least ten (10) feet away from power lines.
- iv) Ladders shall have the correct load capacity for the task and not be loaded beyond the maximum intended load for which they were built nor in excess of the manufacturer's rated capacity. Weight includes the combined weight of the climber and his tools/equipment. Ladders are rated as the following:
  - (1) Type III = 200 lbs.
  - (2) Type II = 225 lbs.
  - (3) Type I = 250 lbs.
  - (4) Type IA = 300 lbs.
  - (5) Type IAA = 375 lbs.

d) Fixed Ladders

- i) Ladders shall be capable of supporting their maximum intended load.
- ii) The minimum perpendicular distance from the centerline of the steps or rungs, or grab bars, or both, to the nearest permanent object in back of the ladder is 7 inches, except for elevator pit ladders, which have a minimum perpendicular distance of 4.5 inches.
- iii) Ensure grab bars do not protrude on the climbing side beyond the rungs of the ladder that they serve.

- iv) The side rails of through or sidestep ladders extend 42 inches above the top of the access level or landing platform served by the ladder.
- v) For through ladders, the steps or rungs are omitted from the extensions, and the side rails are flared to provide not less than 24 inches and not more than 30 inches of clearance. When a ladder safety system is provided, the maximum clearance between side rails of the extension must not exceed 36 inches.
- vi) Grab bars shall extend 42 inches above the access level or landing platforms served by the ladder.
- vii) Individual-rung ladders are constructed to prevent the employee's feet from sliding off the ends of the rungs.
- viii) Fixed ladders that do not have cages or wells must have:
  - ix) A clear width of at least 15 inches on each side of the ladder centerline to the nearest permanent object.
  - x) A minimum perpendicular distance of 30 inches from the centerline of the steps or rungs to the nearest object on the climbing side. When unavoidable obstructions are encountered, the minimum clearance at the obstruction may be reduced to 24 inches, provided deflector plates are installed.
  - xi) For fixed ladders that extend more than 24 feet above a lower level, CNM must ensure:
    - (1) Existing fixed ladders: Each fixed ladder installed before November 19, 2018 is equipped with a personal fall arrest system, ladder safety system, cage, or well.
    - (2) New fixed ladders: Each fixed ladder installed on and after November 19, 2018, is equipped with a personal fall arrest system or a ladder safety system.
    - (3) Replacement: When a fixed ladder, cage, or well, or any portion of a section thereof, is replaced, a personal fall arrest system or ladder safety system is installed in at least that section of the fixed ladder, cage, or well where the replacement is located.

## 7) Aerial Lifts

- a) Aerial lifts may only be "field modified" for uses other than those intended by the manufacturer provided the modification has been certified in writing by the manufacturer or by an equivalent entity.
- b) Lift controls shall be tested each day prior to use to determine that such controls are in safe working conditions. Tests shall be made at the beginning of each shift during which the equipment is to be used to determine that the brakes and operating systems are in proper working condition.
- c) Only authorized persons shall operate an aerial lift.
- d) Boom and basket load limits specified by the manufacturer shall not be exceeded.
- e) Aerial lifts shall have a working back-up alarm audible above the surrounding noise level or the vehicle is backed up only when an observer (spotter) signals that it is safe to do so.
- f) The minimum clearance between electrical lines and any part of the equipment (i.e. crane or load) shall be 10 feet for lines rated 50 kV or below.
- g) Employees shall always stand firmly on the floor of the basket, and shall not sit or climb on the edge of the basket or use planks, ladders, or other devices for a work position.

- h) An approved fall restraint system shall be worn when working from an aerial lift. The fall restraint system must be attached to the boom or basket. An approved fall restraint system shall be attached to the boom or basket when working from an aerial lift and it is not permitted to be attached to adjacent poles or structures.
  - i) All employees who operate an aerial lift device shall be trained in the safe operation of the specific device they will operate. Training must conform to all OSHA requirements.
  - j) See Aerial lift Rescue SOP (Page 4).
- 8) Training
- a) Employees receive training pertaining to the recognition and elimination of fall hazards. A training program shall be provided for each employee who might be exposed to fall hazards. Training shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to follow to minimize these hazards.
  - b) CNM must ensure that each employee is trained by a qualified person.
  - c) CNM must train each employee in at least the following topics:
    - i) The nature of the fall hazards in the work area and how to recognize them.
    - ii) The procedures to be followed to minimize those hazards.
    - iii) The correct procedures for installing, inspecting, operating, maintaining, and disassembling the personal fall protection systems that the employee uses.
    - iv) The correct use of personal fall protection systems and equipment specified in this program including, but not limited to, proper hook-up, anchoring, and tie-off techniques, and methods of equipment inspection and storage, as specified by the manufacturer.
  - d) Equipment Hazards
    - i) CNM must train each employee on the proper care, inspection, storage, and use of equipment covered by this subpart before an employee uses the equipment.
    - ii) CNM must train each employee who uses a designated area in the proper setup and use of the area.
  - e) Retraining- Retraining shall be provided when the following are noted:
    - i) When changes in the workplace render previous training obsolete or inadequate.
    - ii) When changes in the types of fall protection systems or equipment to be used render previous training obsolete or inadequate.
    - iii) When inadequacies in an affected employee's knowledge or use of fall protection systems or equipment indicate that the employee no longer has the requisite understanding or skill necessary to use equipment or perform the job safely.
  - f) All training is documented. Written certification records must be maintained showing the following:
    - i) Trainees name and signature.
    - ii) Time and dates of training.
    - iii) Signature of person providing training.
  - g) CNM must provide information and training to each employee in a manner that the employee understands.