

HAZWOPER Training Guidance Document

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Guidance #1: Does the IUOE NTF National HAZMAT Program approve workers at the local level for participation in HAZWOPER training (initial training and refresher)?

The IUOE NTF National HAZMAT Program adheres to OSHA training guidelines. The IUOE NTF National HAZMAT Program will provide the appropriate information so that the IUOE local union may make the decision as to whether their members may participate in HAZWOPER training.

Guidance #2: Does the IUOE NTF National HAZMAT Program accept annual 8-hour HAZWOPER refreshers completed at IUOE local unions by trainees who completed their initial training outside the program?

The IUOE NTF National HAZMAT Program does not determine who may participate in IUOE local union training. Each IUOE local union is responsible for determining who may participate in their training courses, what prior training verification the local union will accept and to ensure the quality of the outside training provider. Once the IUOE local union has approved a student with outside initial training, the IUOE NTF National HAZMAT Program does ask the IUOE local union to provide a copy of the student's initial training certification for its records.

Guidance #3: How long does the IUOE NTF National HAZMAT Program allow between the initial training and the first annual 8-hour HAZWOPER refresher or between annual 8-hour HAZWOPER refreshers?

The IUOE NTF National HAZMAT Program does not set time restraints for the completion of annual 8-hour HAZWOPER refreshers, however, IUOE local unions need to comply with OSHA requirements and consider OSHA's interpretation of the term "annual" when they determine enrollment in their 8-hour HAZWOPER refreshers. OSHA's intent is that employees complete their refresher training within twelve months of their initial training or previous refresher training. An employee that does not complete their refresher training by their one year anniversary date should attend the next available refresher course. There should be a record in the employee's file indicating why the training has been delayed and when the training will be completed. To see the full standard interpretation, click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=25748

Guidance #4: After missing several annual 8-hour HAZWOPER refresher courses does the worker have to complete the initial HAZWOPER training over?

OSHA states that the employee's individual knowledge and retention of information must be considered in determining the required training or need to repeat the initial 24-hour (or 40-hour) HAZWOPER training. The time frame within which it would be necessary to provide extensive retraining for an individual must be evaluated and determined (by the local union) on a case-by-case basis. The IUOE NTF National HAZMAT Program recommends that the local union consider an additional option - the IUOE local union sets a firm time frame on retraining being acceptable. To see the full standard interpretation click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=25748

Guidance #5: Does the annual 8-hour HAZWOPER refresher course have to be delivered at one time or may it be delivered in segments throughout the year?

OSHA states that companies can conduct their refresher training in segments to meet the requirements of the standard, as long as all the provisions for refresher training in 29 CFR 1910.120, paragraphs (e), (p), or (q), are met. If the company provides refresher training in intervals, the sessions should start soon after the initial training and add up to eight hours by the first anniversary date. To see the full standard interpretation click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=20761

Guidance #6: How does a trainer delivering the 8-hour annual HAZWOPER refresher to employees of multiple employers satisfy the obligation to provide employer specific information required by 29 CFR 1910.120, paragraph (e)(8)?

The employer (not the outside trainer) has the ultimate responsibility to ensure the employees' HAZWOPER refresher training meets the requirements and to decide how to meet the employer specific information required by 29 CFR 1910.120, paragraph (e)(8). Employers have various options available for meeting these responsibilities including contracting with the outside trainer to develop site-specific training, supplement outside training with site-specific training, or provide site-specific refresher training during on-site health and safety briefings held throughout the year. To see the full standard interpretation click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=22581

Guidance #7: How does a trainer delivering the 8-hour annual HAZWOPER refresher to employees of multiple employers satisfy the obligation to provide employer specific information for medical surveillance as part of the site health and safety plan?

The basis for the company-specific/site-specific information is contained in the medical surveillance training requirement in 29 CFR 1910.120, paragraph (e)(2), which requires employers to instruct employees on how to recognize “symptoms and signs of over exposure to hazards” on the job and make them aware of specific parts of the site health and safety plan. It is up to the employer to determine how to convey the information; written or verbal training or a combination thereof of the company specific/site-specific medical surveillance provisions of the site safety and health plan. To see the full standard interpretation click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=22581

Guidance #8: Are trainers required to deliver the prescribed 40 hours (or 24 hours) of training initially without considering the employees' training history or can previous training courses satisfy part of the 40-hour (or 24-hour) HAZWOPER required topics, provided the entire group of trainees have completed the prior training?

OSHA does not intend for employers to duplicate efforts in complying with the standards. Training provided to employees that complies with other standards may be considered “equivalent training” as long as all the applicable training topics of the HAZWOPER standard are addressed. OSHA does state however that a one-to-one correspondence between training hours should not be presumed by trainers and trainers should carefully review the training objectives of each course to ensure the training objectives of the HAZWOPER course have been met. To see the full standard interpretation click on the link below:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=21766

Guidance #9: Does the HAZWOPER standard require performance-based evaluations?

The HAZWOPER standard does not mandate a specific method or methods to evaluate the successful completion of HAZWOPER training. 29 CFR 1910.120, Appendix E, Item 7, “Proficiency Assessment,” however, provides guidance on acceptable evaluation methods including written assessments and skill demonstrations. The training provider can use the

methods discussed in Appendix E or other means of evaluation provided that the methods selected adequately ensure that individuals are sufficiently trained on the elements required in the HAZWOPER standard and have the knowledge and skills necessary to perform their expected duties in a safe manner. To see the full standard interpretation click on the link below: http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=21766

Guidance #10: According to OSHA, can the 40-hour HAZWOPER (or 24-hour) training requirements be met with online training?

In an OSHA Standard Interpretation dated February 4, 2009, OSHA states, “*As always, the use of interactive and video training programs as a part of an employer’s overall HAZWOPER training program is acceptable. However, an employer may not rely solely on the use of an interactive or video training program to be in compliance with the 40- or 24-hour HAZWOPER training requirements.*” OSHA expects the trainees to be able to don, doff, touch, feel, and otherwise manipulate a particular piece of personal protective equipment that an employer of a specific site may require or provide to protect their employees to prevent injury or illness. This cannot be accomplished using online simulators, online videos, etc., only classroom hands-on exercises. To view the full OSHA Standard Interpretation click on the link below: http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=27418.

Guidance #11: According to OSHA, can the 8-hour HAZWOPER refresher requirements be met with online training?

The two issues at hand with regard to 8-hour online HAZWOPER refresher training are the requirement for trainees to have access to a qualified trainer and the use of hands-on training. OSHA states that for HAZWOPER refresher training, an employer may determine that hands-on training is unnecessary but only if the employer has assessed the employees’ skill level and ensured that the employees have remained competent in their assigned duties. This may be difficult to accomplish when dealing with a group of trainees with varying levels of experience and responsibility. OSHA “... *encourages the use of hands-on training even in refresher courses because it is an effective means for auditing worker performance of safety-related skills.*” OSHA also states “... *a telephone hotline or e-mail satisfies OSHA’s requirement for trainer access if the trainee can ask and receive responses from a qualified trainer in a timely manner.*” To view the full OSHA Standard Interpretation click on the link below: http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=22797.