

**CHAPTER 313. EMPLOYER EDUCATIONAL AND TRAINING PROGRAM**

Sec.	
313.1.	Purpose and scope.
313.2.	Employer responsibilities.
313.3.	Content of training program.
313.4.	Construction with other laws.

**Cross References**

This chapter cited in 34 Pa. Code § 301.3 (relating to jurisdiction/exemptions).

**§ 313.1. Purpose and scope.**

This chapter implements the education and training requirements under section 8 of the act (35 P. S. § 7308).

**§ 313.2. Employer responsibilities.**

(a) A nonmanufacturing employer shall provide an annual education and training program for employees exposed to hazardous substances or hazardous mixtures found in the employee's work area. This program shall be provided at least once in a calendar year.

(b) A new employee shall be trained in regard to the hazardous substances or hazardous mixtures found in the work area under subsection (a). This initial training shall take place within 120 days of hire.

(c) If necessary, additional instruction shall be provided to appropriate employees if any of the following events occurs:

(1) The potential for the employee's exposure to the hazardous substance or hazardous mixture is different from that for which training was previously provided to the employee.

(2) An employee is reassigned to a different work area, resulting in exposure to hazardous substances or hazardous mixtures which is different from the hazards for which training was previously provided to the employee.

(3) A nonmanufacturing employer receives new and significant information concerning the hazardous substance or hazardous mixture in the employee's work area and to which the employee is exposed.

(d) The nonmanufacturing employer shall maintain written records of names of employees who were trained and dates of training. The records shall be retained until superseded by the records of the next annual training, and shall be made available upon request to an authorized representative of the Department during an investigation or inspection under section 14 of the act (35 P. S. § 7314).

**§ 313.3. Content of training program.**

(a) Nonmanufacturing employers shall furnish employees who are using or handling hazardous substances or hazardous mixtures with information on the

contents of an MSDS, label or equivalent information either in written form or through training programs which may be generic to the extent appropriate and related to the job.

(b) The content of a training program shall include, as appropriate, the following information concerning the hazardous substances or hazardous mixtures:

- (1) The location.
- (2) The properties.
- (3) The chemical and common name.
- (4) The acute and chronic effects.
- (5) The symptoms arising from exposure.
- (6) The potential for flammability, explosivity and reactivity.
- (7) Appropriate emergency treatment.
- (8) Appropriate personal protective equipment and proper conditions for safe use.
- (9) Emergency procedures for spills, leaks, fires, pipeline breakdowns or other accidents.

(c) Nothing in this chapter prohibits nonmanufacturing employers from training employes through the categorization of substances according to their type of hazards.

**§ 313.4. Construction with other laws.**

(a) This chapter shall be construed in conjunction with statutes or collective bargaining agreements providing for the training of employes, and is intended to supplement other statutes or collective bargaining agreements in the interests of protecting the health and safety of citizens of this Commonwealth.

(b) Evidence of compliance with other statutes or collective bargaining agreements that meet the requirements of this chapter constitute compliance with this chapter.

[Next page is 315-1.]