**PURPOSE**

The purpose of this document is to outline the minimum PPE clothing and safety boot requirements for all PSM employees performing work on MBTA property. This document will describe the individual responsibilities and provide direction in order to ensure compliance with PSM PPE requirements and industry best practices. As PSM continues to develop and improve its safety initiatives, this document will be revised accordingly and re-published.

**SCOPE**

PSM Management is responsible for ensuring a safe and healthy workplace for its employees, which includes providing approved PPE clothing and safety boots. This clothing is provided by Tyndale, Inc. via an on-line/phone ordering program\*. The clothing is chosen and ordered by each employee using the established annual PPE clothing allowance determined by PSM Management. Responsibilities related to the PPE clothing program are as follows:

* **PSM Management:** PSM Management is responsible for maintaining and enforcing the PPE clothing program. This includes managing the relationship with Tyndale, Inc., establishing PPE requirements, establishing the annual allowance and clothing products offered, and providing the necessary training.
* **PSM Employee:** Each employee is responsible to comply with the established PPE requirements outlined in this document. This includes ordering the appropriate clothing from the on-line catalog, donning the required PPE to work each shift, properly laundering and inspecting PPE clothing, and discarding any damaged articles.

**REQUIREMENTS**

This document applies only to the PPE clothing program and does not supersede any existing MBTA Safety Requirements, including ROW and Hi-Vis. The PPE clothing requirements are outlined below Table 1. Proper wear of the clothing is shown in the graphic below. All clothing shall be in good condition and properly laundered.

PPE clothing and safety boots must be worn during the entire shift for all field employees. This includes straight-time, overtime and cover shifts. Field employees are defined as Engineer, Foreperson, Trainer, Line Repairer, Driver/Ground, Splicer, Splicer Helper, Wireperson and PET.

Management employees are required to wear PPE clothing and safety boots when in the field. This includes site visits/meetings on MBTA property or the public way. PPE is not required while working the office. Management employees are defined as Director, Deputy Director, Superintendent, Supervisor, Electrical Inspector, Power Dispatcher and Project Coordinator.

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| **Item** | **Minimum Requirement** | **Logo** |
| Outer Layer | Long sleeve, CAT 2 / 8 Cal minimum rating, MBTA FR Hi-Vis safety vest required. Examples: Hooded/Zip/Crew Sweatshirt, Jacket, Fleece. | N |
| Outer Layer (Hi-Vis) | Long sleeve, CAT 2 / 8 Cal minimum rating, MBTA FR Hi-Vis safety vest not required. Examples: Hooded/Zip/Crew Sweatshirt, Jacket, Fleece. | Y |
| Shirt | Long sleeve, CAT 2 / 8 Cal minimum rating, MBTA FR Hi-Vis safety vest required. Examples: Button Down, Henley, Long Sleeve T-Shirt, Polo. | N |
| Shirt (Hi-Vis) | Long sleeve, CAT 2 /8 Cal minimum rating, MBTA FR Hi-Vis safety vest not required. Examples: Button Down, Henley, Long Sleeve T-Shirt, Polo. | Y |
| Base Layer/T-Shirt | 100% cotton or FR rated, no minimum rating, cannot be worn without an outer layer. Example: Short Sleeve T-Shirt. | N |
| Pants | Long pants, CAT 2 / 8 Cal minimum rating. Examples: Jeans, Canvas, Cargo, Bib, Coveralls. | N |
| Undergarments | 100% cotton or FR rated, no minimum rating. Examples: Underwear, Socks. | N |
| Accessories | FR rated, CAT 2 (8 Cal) minimum rating. Examples: Winter Hat/Gloves, Balaclava, face coverings. | N |
| Safety Boots\* | 6 inch minimum height, leather upper, oil resistant rubber sole, defined heel, composite toe, must meet ASTM F2413. | N |

**Table 1**

Notes:

1. The Tyndale, Inc. catalog will only offer clothing that meets the requirements of this document or higher, including boots that meet ASTM F2413 and Hi-Vis clothing that meets ANSI 107 R2.
2. All Hi-Vis clothing offered in the catalog will be shipped with an MBTA logo and can be worn as an outer layer in-place of an MBTA FR Hi-Vis vest.
3. Non Hi-Vis clothing will be shipped without an MBTA logo and will require an approved MBTA FR Hi-Vis vest to be worn over the outer layer.
4. FR clothing can be layered to improve FR rating. Outerwear, base layers, coveralls and bibs are effective layering tools.

\* Safety boots provided via a negotiated CBA reimbursement cannot be purchased using the Tyndale allowance, but regardless must meet the requirements outlined in this document.

