

# OSHA Finalizes PPE Fitting Requirement for Construction Workers

Article By:

Jonathan H. Schaefer

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On December 11, 2024, the Occupational Safety and Health Administration (OSHA) announced it finalized a revision to the personal protective equipment (PPE) standard for the construction industry. The [final rule](#) adds specific language to the existing standard requiring employers to provide properly fitting PPE for construction industry workers. This change aligns the construction industry with the standards in place for the general industry.

According to OSHA, many types of PPE must properly fit workers. Improperly sized PPE can ineffectively protect workers, creating new hazards for them, such as oversized gloves or protective clothing being caught in machinery and discouraging use because of discomfort or poor fit. OSHA stated that the longstanding issue with improperly fitting PPE particularly impacted women, as well as physically smaller or larger workers.

Starting in January, construction employers will need to give their workers well-fitting safety gear. Among other equipment, this includes gloves, high-visibility vests, goggles, fall protection harnesses, and helmets that “properly fit” the workers. However, the final rule does not provide clear guidance on how employers or workers determine if PPE properly fits. OSHA only provided a limited number of examples of ill-fitting gear, such as long pants legs that could lead to the employee tripping and welding gloves too large for the employee to pick up items.

Publishing this final rule coincides with a post-election push by federal agencies to finalize major agenda items before January. However, the PPE final rule will still be subject to the Congressional Review Act and thus subject to being overturned by the next administration. That being said, the rule has enjoyed support from both industry and labor.

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