

General Industry Lead Standard What Employers Need to Know

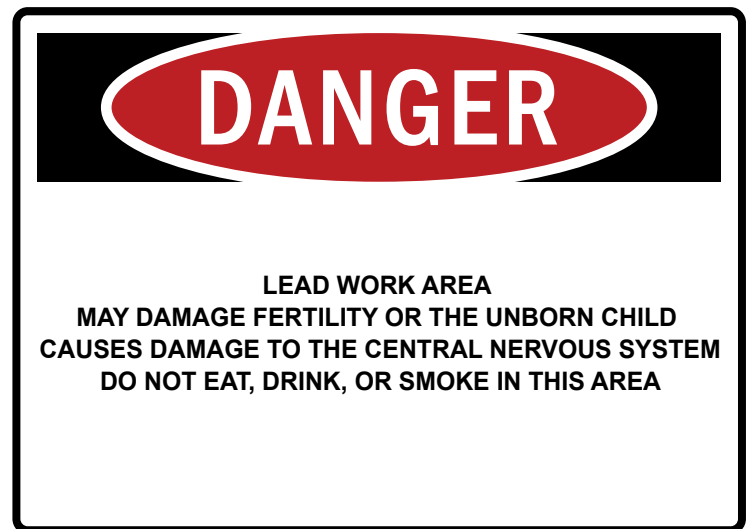
Changes to the general industry lead standard, Title 8 California Code of Regulations (T8CCR) section 5198 go into effect on January 1, 2025.

Important revisions to the lead standard include:

- A lower permissible exposure level (PEL) of 10 micrograms per cubic meter of air ($\mu\text{g}/\text{m}^3$) and action level (AL) of 2 $\mu\text{g}/\text{m}^3$.
 - A schedule of separate engineering control air limits (SECALs) that has been established for processes identified in 5198(e)(1)(C) Table 1.
- Employers must presume significant lead work (PSLW) for workers engaged in altering or disturbing certain types of materials, or torch cutting of any scrap metal. Interim protection requirements for employees must be implemented prior to exposure assessment:
 - Respiratory protection consisting of at least a half-mask respirator with N100, R100, or P100 filters.
 - Clean protective work clothing and equipment at least weekly
 - Medical surveillance
 - Worker training
 - Posted signs

Altering or disturbing

Subjecting to a process that may result in the release of lead dust, lead mist, lead fume, or other lead particles. Such processes include, but are not limited to, welding, torch cutting, brazing, torch soldering, melting, pouring, spraying, cutting, shredding, crushing, baling, grinding, polishing, machining, drilling, scraping, sanding, abrading, sweeping, raking and shoveling.



- Follow-up employee airborne lead exposure monitoring:
 - Repeat worker exposure monitoring every 12 months when their exposures are determined to be above the AL, but below 30 $\mu\text{g}/\text{m}^3$.
- The written lead compliance program to reduce worker's exposures to or below the PEL or SECALs:
 - Report of any engineering and work practice controls not implemented because of infeasibility, and how each was determined to be infeasible.
 - Written documentation of revisions and updates.
 - Where administrative controls are used, there must be a written job rotation schedule that includes employee names and another unique identifier, such as date of birth.

- Respirator protection requirements:
 - Provision of adequate respirators for periods when employees perform PSLW.
 - N100, R100, or P100 filtering face piece respirators, when selected and suitable to use.
- Provision of clean protective clothing:
 - Interim protection for workers that perform PSLW.
 - At least daily where exposures exceed 30 µg/m³.
- Hygiene facilities and practices:
 - An adequate number of washing facilities must be provided in compliance with section 3366. Employees exposed to any amount of lead must wash their hands, exposed arms and face before eating, drinking, entering eating areas, smoking, applying cosmetics, and at the end of their shift.
 - Food, beverages, or tobacco products must not be present or consumed where there is any lead exposure. Drinking water is allowed under certain conditions.
 - Cleansing compounds designed for lead removal from the skin must be made available where necessary.
 - Change rooms must be made available when exposures exceed 50 µg/m³. After 1/1/26 they must be available at or above the PEL.
 - Employees must not enter any personal vehicles (such as during breaks) with any PPE required to be worn.
 - Shower facilities must be made available to employees with exposures more than 50 µg/m³. After 1/1/26, they must be available at or above the PEL.
 - Lunchroom facilities must be made available when employee exposures exceed 50 µg/m³. After 1/1/26 they must be available at or above the PEL.
 - Establish, implement and maintain effective written methods and schedules to maintain the cleanliness of drinking and washing facilities, change rooms, showers, and lunchrooms.

- Medical surveillance:
 - Provide initial blood lead testing for employees prior to assignment where exposure is reasonably expected to be at or above the AL, and as interim protection for employees who perform PSLW. Subsequent testing must be according to section 5198(j)(2) requirements.
 - Provide medical surveillance for employees where exposure is reasonably expected to be at or above the AL, and as interim protection for employees who perform PSLW.
 - Changes in blood testing requirements.
 - Information provided to the physician or other licensed health care professional (PLHCP) and the affected employees.
 - Changes in medical examinations and consultation requirements.
- Medical removal required at lower blood lead levels.
- Changes in the information that employees must be informed of.
- Changes in the recordkeeping requirements, including for the written compliance program.
- Changes in the language of signs designating where the AL may be exceeded or where PSLW is performed.

There are exceptions, depending on the circumstances.

This document provides a summary of some of the changes to section 5198. Refer to the regulation for details on the requirements and exceptions.

Resources

Cal/OSHA

- [T8CCR, section 5198](#)
- [Publications](#)
 - Fact Sheets for [Employers](#) and [Employees](#)
 - [Model Lead in General Industry Compliance Program](#)

December 2024

