

arsenic (organic compounds), benzene, cotton dust, and chromium (VI) listings.

Section 1910.1001 also issued under 40 U.S.C. 3704 and 5 U.S.C. 553.

Section 1910.1002 also issued under 5 U.S.C. 553, but not under 29 U.S.C. 655 or 29 CFR part 1911.

Sections 1910.1018, 1910.1029, and 1910.1200 also issued under 29 U.S.C. 653.

Section 1910.1030 also issued under Public Law 106–430, 114 Stat. 1901.

Section 1910.1201 also issued under 49 U.S.C. 1801–1819 and 5 U.S.C. 553.

■ 2. § 1910.1050 is revised as follows

■ a. Revise and republish paragraph (h)(1)

■ b. Remove paragraphs (h)(1)(i)–(iv)

■ c. Remove and reserve paragraph (h)(3)(i)(B)

The revisions and additions read as follows:

(h) * * *

(1) *General.* For employees who use respirators required by this section, the employer must provide each employee an appropriate respirator that complies with the requirements of this paragraph. Respirators must be used when the employer determines that they are necessary to protect the health of an employee as required under 29 CFR 1910.134(a)(2).

(2) * * *

(3) * * *

(i) * * *

(A) * * *

(B) [Reserved]

* * * * *

PART 1926—OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Subpart D—Occupational Health and Environmental Controls

■ 3. The authority for 29 CFR 1926 subpart D continues to read as follows:

Authority: 40 U.S.C. 3704; 29 U.S.C. 653, 655, and 657; and Secretary of Labor's Order No. 12–71 (36 FR 8754), 8–76 (41 FR 25059), 9–83 (48 FR 35736), 1–90 (55 FR 9033), 6–96 (62 FR 111), 3–2000 (65 FR 50017), 5–2002 (67 FR 65008), 5–2007 (72 FR 31159), 4–2010 (75 FR 55355), 1–2012 (77 FR 3912), or 8–2020 (85 FR 58393), as applicable; and 29 CFR part 1911.

Sections 1926.59, 1926.60, and 1926.65 also issued under 5 U.S.C. 553 and 29 CFR part 1911.

Section 1926.61 also issued under 49 U.S.C. 1801–1819 and 5 U.S.C. 553.

Section 1926.62 also issued under sec. 1031, Public Law 102–550, 106 Stat. 3672 (42 U.S.C. 4853).

Section 1926.65 also issued under sec. 126, Public Law 99–499, 100 Stat. 1614 (reprinted at 29 U.S.C.A. 655 Note) and 5 U.S.C. 553.

■ 4. § 1926.60 is revised as follows:

■ a. Revise and republish paragraph (i)(1)

■ b. Remove paragraphs (i)(1)(i)–(iv)

■ c. Remove and reserve paragraph (i)(3)(i)(B)

The revisions and additions read as follows:

(i) * * *

(1) *General.* For employees who use respirators required by this section, the employer must provide each employee an appropriate respirator that complies with the requirements of this paragraph. Respirators must be used when the employer determines that they are necessary to protect the health of an employee as required under 29 CFR 1910.134(a)(2).

(2) * * *

(3) * * *

(i) * * *

(A) * * *

(B) [Reserved]

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DEPARTMENT OF LABOR

Occupational Safety and Health Administration

29 CFR Parts 1910, 1915, 1917, 1918, 1926, and 1928

[Docket No. OSHA–2025–0021]

RIN 1218–AD60

Cadmium

AGENCY: Occupational Safety and Health Administration (OSHA), Labor.

ACTION: Proposed rule; request for comments.

SUMMARY: This proposed rule revises some substance-specific respirator requirements to allow different types of respirators to be used under OSHA's Cadmium standards and better aligns these standards with OSHA's Respiratory Protection standard.

DATES: Comments and other information, including requests for a hearing, must be received on or before September 2, 2025.

Informal public hearing: OSHA will schedule an informal public hearing on the rule if requested during the comment period. If a hearing is requested, the location and date of the hearing, procedures for interested parties to notify the agency of their intention to participate, and procedures for participants to submit their testimony and documentary evidence will be announced in the **Federal Register**.

ADDRESSES:

Written comments: You may submit comments and attachments, identified

by Docket No. OSHA–2025–0021, electronically at <https://www.regulations.gov>, which is the Federal e-Rulemaking Portal. Follow the instructions online for making electronic submissions.

Instructions: All submissions must include the agency's name and the docket number for this rulemaking (Docket No. OSHA–2025–0021). When uploading multiple attachments to <https://www.regulations.gov>, please number all of your attachments because <https://www.regulations.gov> will not automatically number the attachments. This will be very useful in identifying all attachments. For example, Attachment 1—title of your document, Attachment 2—title of your document, Attachment 3—title of your document. For assistance with commenting and uploading documents, please see the Frequently Asked Questions on <https://www.regulations.gov>.

All comments, including any personal information you provide, are placed in the public docket without change and may be made available online at <https://www.regulations.gov>. Therefore, OSHA cautions commenters about submitting information they do not want made available to the public, or submitting materials that contain personal information (either about themselves or others), such as Social Security Numbers and birthdates.

Docket: The docket for this rulemaking (Docket No. OSHA–2025–0021) is available at <https://www.regulations.gov>, the Federal eRulemaking Portal. Most exhibits are available at <https://www.regulations.gov>; some exhibits (e.g., copyrighted material) are not available to download from that web page. However, all materials in the dockets are available for inspection at the OSHA Docket Office.

FOR FURTHER INFORMATION CONTACT:

For press inquiries: Contact Frank Meilinger, Director, OSHA Office of Communications, Occupational Safety and Health Administration; telephone: (202) 693–1999; email: meilinger.francis2@dol.gov.

General information and technical inquiries: Contact Andrew Levinson, Director, OSHA Directorate of Standards and Guidance, Occupational Safety and Health Administration; telephone: (202) 693–1950; email: osha.dsg@dol.gov.

Copies of this Federal Register notice: Electronic copies are available at <https://www.regulations.gov>. This **Federal Register** notice, as well as news releases and other relevant information, also are available at OSHA's web page at <https://www.osha.gov>. A “100-word

summary” is also available on <https://www.regulations.gov>.

SUPPLEMENTARY INFORMATION:

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I. Executive Summary

This proposed rule is intended to provide greater compliance flexibility and clarify the policies and procedures employers must follow when implementing a respiratory protection program in conjunction with OSHA’s Cadmium standards (29 CFR 1910.1027 and 1926.1127). OSHA is proposing to revise some respirator-related provisions where they are unnecessarily prescriptive, which would result in employers having greater flexibility in the respirators they select for exposed workers, while providing equivalent worker protection. This proposal is also consistent with OSHA’s intent, when it published the revised Respiratory Protection standard (29 CFR 1910.134), to use it as a foundation for respirator selection in substance-specific standards.

Additionally, OSHA believes that this proposed rule appropriately incorporates advances in technology, which have made some provisions of the Cadmium standards outdated, and would allow employers to take advantage of future technological advances. This proposed standard is intended to account for modern knowledge and technology and to streamline the selection of respirators.

II. Legal Authority and Preliminary Findings

The purpose of the Occupational Safety and Health Act (29 U.S.C. 651 *et seq.*) (“the Act” or “the OSH Act”) is “to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources” (29 U.S.C. 651(b)). To achieve this goal, Congress authorized the Secretary of Labor (“the Secretary”) to promulgate standards to protect workers, including the authority “to set mandatory occupational safety and health standards applicable to businesses affecting interstate commerce” (29 U.S.C. 651(b)(3); *see also* 29 U.S.C. 654(a)(2) (requiring employers to comply with OSHA standards), 29

U.S.C. 655(a) (authorizing summary adoption of existing consensus and established federal standards within two years of the Act’s enactment), 29 U.S.C. 655(b) (authorizing promulgation, modification or revocation of standards pursuant to notice and comment), and 29 U.S.C. 655(b)(7) (authorizing OSHA to include among a standard’s requirements labeling, monitoring, medical testing, and other information-transmittal provisions)). An occupational safety and health standard is “. . . a standard which requires conditions, or the adoption or use of one or more practices, means, methods, operations, or processes, reasonably necessary or appropriate to provide safe or healthful employment and places of employment” (29 U.S.C. 652(8)). The Secretary may also issue regulations requiring employers to keep records regarding their activities relating to the Act, as well as records of work-related deaths, injuries, and illnesses (29 U.S.C. 657(c)(1)–(2)).

Before OSHA may promulgate a health or safety standard, it must find that a standard is reasonably necessary or appropriate within the meaning of section 652(8) of the OSH Act, which OSHA did here in 1992 when it issued the Cadmium standard (57 FR 42102). The Supreme Court, in its decision on OSHA’s Benzene standard, interpreted OSHA’s obligation under section 652(8) as requiring it to evaluate “whether significant risks are present and can be eliminated or lessened by a change in practices” (*Indus. Union Dep’t, AFL-CIO v. Am. Petroleum Inst.*, 448 U.S. 607, 642 (1980) (plurality opinion)). OSHA originally adopted a consensus standard to regulate cadmium in 1971 and later revised the standard because, even at the permissible exposure limit set in 1971, there was significant risk to employees (57 FR 42102). When, as here, OSHA has previously determined that its standard substantially reduces a significant risk, it is unnecessary for the agency to make additional findings on risk for every provision of that standard (*see, e.g., Pub. Citizen Health Research Grp. v. Tyson*, 796 F.2d 1479, 1502 n.16 (D.C. Cir. 1986) (rejecting the argument that OSHA must “find that each and every aspect of its standard eliminates a significant risk”)). Rather, once OSHA makes a general significant risk finding in support of a standard, the next question is whether a particular requirement is reasonably related to the purpose of the standard as a whole (*see Asbestos Info. Ass’n/N. Am. v. Reich*, 117 F.3d 891, 894 (5th Cir. 1997); *Forging Indus. Ass’n v. Sec’y of Labor*, 773 F.2d 1436, 1447 (4th Cir. 1985);

United Steelworkers of Am., AFL-CIO-CLC v. Marshall, 647 F.2d 1189, 1237–38 (D.C. Cir. 1980) (“*Lead I*”)). Therefore, while OSHA is not making a preliminary finding of significant risk for this proposed rule, the agency has made a preliminary determination that the proposed changes are reasonably related to the purpose of the Cadmium standard as a whole.

A standard is technologically feasible if the protective measures it requires already exist, can be brought into existence with available technology, or can be created with technology that is reasonably expected to be developed (*see Am. Iron and Steel Inst. v. OSHA*, 939 F.2d 975, 980 (D.C. Cir. 1991)). Courts have also interpreted technological feasibility to mean that a typical firm in each affected industry or application group will reasonably be able to implement the requirements of the standard in most operations most of the time (*see, e.g., Public Citizen v. OSHA*, 557 F.3d 165, 170–71 (3d Cir. 2009) (citing *Lead I* at 1272)).

This proposed rule would not substantially modify existing requirements for respiratory protection in workplaces; nor would it create new requirements. All employers in compliance with the existing standard would also be in compliance with the revised standard. Therefore, OSHA has made a preliminary determination that the proposed rule would be technologically feasible.

In evaluating economic feasibility, OSHA must consider the average cost of compliance in an industry rather than costs for individual employers. In its economic analyses, OSHA “must construct a reasonable estimate of compliance costs and demonstrate a reasonable likelihood that these costs will not threaten the existence or competitive structure of an industry, even if it does portend disaster for some marginal firms” (*Am. Iron and Steel Inst.*, 939 F.2d at 980, quoting *Lead I* at 1272). OSHA has made a preliminary finding that this proposal is economically feasible because it is deregulatory and is expected to reduce costs for employers. OSHA’s economic analysis is presented in Section V.

The Administrative Procedures Act directs agencies to include in each rule adopted “a concise general statement of [the rule’s] basis and purpose” (5 U.S.C. 553(c)); *cf.* 29 U.S.C. 655(e) (requiring the Secretary to publish a “statement of reasons” for any standard promulgated)). This notice satisfies this concise statement requirement.

III. Events Leading to the Proposed Rule

OSHA adopted its Cadmium standards in 1992 (57 FR 42102). OSHA also has a general Respiratory Protection standard, 29 CFR 1910.134, which it first promulgated in 1971 (39 FR 9835). OSHA published a revised Respiratory Protection standard on January 8, 1998 (63 FR 1152). The Respiratory Protection standard contains worksite-specific requirements for program administration, as well as procedures for respirator selection, employee training, fit testing, medical evaluation, and respirator use, among other provisions. OSHA noted that the revised standard was to “serve as a ‘building block’ standard with respect to future standards that may contain respiratory protection requirements” (63 FR 1265). In 2006, OSHA revised the Respiratory Protection standard again to incorporate assigned protection factors (APFs) in the respirator selection process (71 FR 50122–01).

Several OSHA standards regulating exposure to toxic substances and harmful physical agents, including the Cadmium standards, require compliance with many provisions of 29 CFR 1910.134. However, when revising the respirator rule, the Agency decided to retain several special respirator selection provisions in the existing substance-specific standards. In this regard, OSHA noted that the respirator selection requirements retained in the substance-specific standards were developed in rulemakings to provide protection against a hazardous characteristic or condition unique to the regulated substance. Consequently, OSHA felt that preserving these provisions in the individual substance-specific standards would maintain the level of respiratory protection afforded to employees.

In this proposal, OSHA is revisiting some of those determinations; the agency now believes that there are additional ways that substance-specific standards can rely on 29 CFR 1910.134 without compromising employee safety. The purpose of revising the respirator-related provisions of OSHA’s Cadmium standards is to conform them, to the extent possible, with other substance-specific standards and to the revised 29 CFR 1910.134 in general. The proposed updates would improve the Cadmium standards, because they would allow employers to select from a wider range of equally protective respirators and would incorporate additional references to the Respiratory Protection standard, which is based on current technology and practices for respirator use. OSHA

also believes that advances in technology have made the Cadmium standards outdated in some areas. This revised standard is intended to take account of new knowledge and technology.

OSHA expects that the rule would ultimately reduce the compliance burden on the regulated community, without compromising worker safety. Therefore, OSHA believes this proposed rule is consistent with Executive Order (E.O.) 14219, “Ensuring Lawful Governance and Implementing the President’s ‘Department of Government Efficiency’ Deregulatory Initiative,” E.O. 14192, “Unleashing Prosperity Through Deregulation,” and the goal of removing regulations that harm the national interest by impeding technological innovation or private enterprise and entrepreneurship.

IV. Summary and Explanation of the Proposed Requirements

OSHA is proposing to revise paragraph (g) of its general industry Cadmium standard (29 CFR 1910.1027) and paragraph (g) of its Construction Industry standard (29 CFR 1926.1127) to reduce compliance burdens, allow for the use of more up-to-date technology, and improve the comprehensibility of the requirements for respiratory protection programs. These revisions would simplify compliance for employers by removing requirements in 1910.1027 and 1926.1127 that are duplicative with the requirements in 1910.134, and update respirator requirements to align with the revised National Institute for Occupational Safety and Health (NIOSH) certification criteria in 42 CFR part 84. The revisions also would remove unnecessary restrictions on respirator selection where another equally protective option exists. Finally, these revisions would conform these standards, to the extent possible, to other substance-specific standards and to 29 CFR 1910.134. The Agency preliminarily concludes, therefore, that updating these rules is consistent with the goals of facilitating technological innovation and reducing undue burden.

OSHA has preliminarily determined that paragraphs (g)(1)(i) through (vii) of both the general industry and construction Cadmium standards, which describe when respiratory protection must be used, unnecessarily duplicate the general provisions covered by 1910.134(a). OSHA is therefore proposing to remove those paragraphs and add a cross reference to 1910.134(a)(2) in paragraph (g)(1) of both the general industry and construction standards. OSHA does not

intend for these changes to add to or change the regulatory burden on employers; actions that comply with the requirements in 1910.1027(g) would also be in compliance with proposed paragraph (g).

Additionally, OSHA is proposing to remove the requirements, in paragraph (g)(3)(i)(B) of both the general industry and construction standards, limiting employers to the use of full facepiece respirators when employees are experiencing eye irritation. OSHA has preliminarily determined that the requirement in paragraph (i)(1) in both standards for the use of personal protective equipment where skin or eye irritation from cadmium may occur is equally as protective as the requirement under paragraph (g)(3)(i)(B). As such, OSHA is proposing to remove paragraph (g)(3)(i)(B). This would provide greater compliance flexibility to employers, who could provide half mask respirators and appropriate eye protection where employees are experiencing eye irritation, which would be equally protective for workers.

OSHA is also proposing to remove paragraph (g)(3)(i)(C) of both the general industry and construction industry Cadmium standards, which require HEPA filters for powered and non-powered air-purifying respirators. That requirement was included when the Cadmium standards were promulgated because it was originally part of NIOSH’s certification standards for respirators. However, NIOSH published revised requirements for testing and certification procedures and recodified the previous certification standards for other respirator classes as 42 CFR part 84 on June 8, 1995 (60 FR 30336). The HEPA filter requirement is not part of the revised 42 CFR part 84 because additional types of filters have been certified for protection from particulates and can be used with powered and non-powered air-purifying respirators. OSHA believes that these testing and certification requirements ensure that all particulate filters certified under 42 CFR part 84, including HEPA filters, are efficient in preventing the penetration of submicron-sized particles; OSHA recognized this when the Agency’s revised Respiratory Protection standard was issued on January 8, 1998 (63 FR 1152). In fact, OSHA has issued other substance-specific regulations since the revised Respiratory Protection standard and NIOSH’s revised certification requirements were issued and has not incorporated a requirement for HEPA filters in similar respirator provisions in those rules.

OSHA has also preliminarily determined that paragraph (m)(4)(iii)(E)

in both the general industry and construction industry Cadmium standards, which require training regarding the purpose, proper selection, fitting, proper use, and limitations of respirators and protective clothing, unnecessarily duplicate the provisions for training on respirators covered by 1910.134(k) in the Respiratory Protection standard. OSHA therefore is proposing to remove the respirator language from those paragraphs while retaining the training requirements on protective clothing.

OSHA is also considering (but not proposing) removing the requirement under paragraph (g)(3)(ii) of both the general industry and construction Cadmium standards to provide an employee with a powered air-purifying respirator (PAPR) instead of a negative-pressure respirator when the employee chooses to use a PAPR and it provides adequate protection. OSHA believes that the removal of this provision would not compromise worker safety and health—the provision is about employee requests and, without it, workers would still be provided adequate protection. When OSHA updated the Respiratory Protection standard, the agency determined that it was appropriate to allow an employer to provide additional respiratory protection when requested, rather than mandate it (29 CFR 1910.134(c)(2)). Removing these requirements in the Cadmium standards would still allow for voluntary respirator use under some circumstances (*i.e.*, where the employer agrees to provide the equipment) and would better align with the general Respiratory Protection standard. However, the Agency acknowledges that user comfort affects workers' compliance with requirements to wear respiratory protection and questions whether the existing requirements in the Respiratory Protection standard, 1910.134(c)(2) and Table 1, offer equivalent access to alternative styles of respiratory protection. OSHA therefore seeks comment on the merits of removing these provisions.

OSHA recognizes that adopting these revisions will also result in the revision of the respiratory protection requirements in OSHA's shipyard employment, marine terminals, longshoring, and agriculture standards for cadmium (*see* 29 CFR 1915.1027, 29 CFR 1917.1, 29 CFR 1918.1, and 29 CFR 1928.1027, which apply the requirements in 1910.1027 to shipyards, marine terminals, longshoring, and agriculture). OSHA requests comment regarding whether there are any considerations that are unique to the use of respirators for protection against

cadmium hazards in shipyards, marine terminals, longshoring, or agriculture that OSHA should consider when finalizing this proposal.

OSHA notes that, per current and longstanding Appropriations Act limitations, OSHA's existing agricultural standard for cadmium does not cover "any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees" (*see* Further Consolidated Appropriations Act, 2024, Pub. L. 118–47, Div. D, Title I (2024)).¹ In accordance with these limitations, OSHA's proposed revisions would also not cover any such persons. OSHA is in the process of appointing members to the Advisory Committee on Construction Safety and Health (ACCSH). The agency intends to present this proposed rule to ACCSH once that process is complete. The agency will put the Committee's recommendations on the OSHA website and in the docket for this proposed rule prior to the close of the comment period to allow the public to provide comments on those recommendations.

OSHA requests comments on the following issues:

1. Are there any concerns that making the changes described in this proposal will decrease worker safety?
2. Are there alternative approaches OSHA should consider to any of the proposed revisions?
3. Are there any concerns that removing any of the substance-specific provisions in the Cadmium standards and relying on the generic requirements of the Respiratory Protection standard will inadequately capture the content and requirements of the current substance-specific provisions?
4. Should OSHA remove the requirement for employers to provide PAPRs when they are requested by employees?

V. Economic Analysis

This proposed rule would expand compliance options for employers under the Cadmium standards, 29 CFR 1910.1027 and 29 CFR 1926.1127, and therefore OSHA has preliminarily concluded that there will be no additional costs imposed by the proposed revisions. OSHA also anticipates that there would be some cost savings associated with this rule, including savings based on employers being able to choose more cost-effective respirators and a reduction of the burdens associated with reviewing unnecessarily duplicative regulations. Because this rule would impose no new costs, OSHA has made a preliminary

determination that the rule would be economically feasible.

Based on the Supporting Statement for the Information Collection Request for the Cadmium standard, OSHA estimates that there are 39,153 employees exposed to cadmium above the PEL in the U.S. in general industry and another 5,090 in construction.¹ This proposed rule would, among other things, allow employers to provide filtering facepiece respirators plus eye protection or half mask respirators plus eye protection rather than requiring full facepiece respirators. OSHA estimates that a 3M 6000 series respirator replaced annually, a 3M P100 particulate filter replaced every 40 hours of use (assumed to be weekly), and one cleaning wipe per shift results in an estimated per-use cost of \$2.61 for a full facepiece respirator. OSHA estimates that a 3M 5000 series half mask respirator replaced annually, a 3M P100 particulate filter replaced every 40 hours of use (assumed to be weekly), one pair of Uline safety goggles replaced every two months, and one cleaning wipe per shift results in an estimated per-use cost of \$1.96.² A 3M disposable N100 filtering facepiece mask replaced every 5 shifts and one pair of Uline safety goggles replaced every two months results in an estimated per-use cost of \$1.94.³ These mean a difference of \$0.65 and \$0.67 per use, respectively. Over the course of a year (assuming an employee works 5 shifts per week and 50 weeks per year) this means a difference in per-employee costs of \$167.50 and \$163, respectively.

OSHA does not currently have sufficient information to quantify how many of the exposed employees would use a half mask respirator. However, if 50 percent of the exposed employees were to use the N100 filtering facepiece respirators instead of the 3M 6000 Series full facepiece respirators, that could result in a savings, based on equipment alone, of approximately \$3.7 million annually (or \$27.6 million over 10 years at a 3 percent discount rate).

OSHA is seeking comments and data on this preliminary analysis, including on the following questions:

1. How much do employers expect to save based on the increased flexibility in respirator selection?

¹ See Document ID OSHA–2012–0005–0014, OSHA–2012–0004–0017 for additional detail.

² See Document ID OSHA–2012–0005–0014, OSHA–2012–0004–0017 for additional detail.

³ Based on price of \$170 for a case of 20 found at <https://safety-services-inc.com/3M-particulate-respirator-8233-n100-20-ea-case/>. Accessed June 3, 2025.

2. Are there any other savings for employers that would result from the proposed change?

3. Are there any benefits for worker protection that can be anticipated from this proposed change?

4. Are there any costs for employers that would result from this change that OSHA has not considered?

5. Are there cost savings associated with no longer being restricted to HEPA filters for powered and non-powered air-purifying respirators?

6. How much familiarization time would employers who are new entrants to the market expect to save based on the revisions?

7. Are there additional categories of cost savings that OSHA has not identified?

8. Would the savings to employers outside of general industry and construction be similar to what OSHA has estimated for general industry and construction employers?

A. Review Under the Regulatory Flexibility Act

The Regulatory Flexibility Act (5 U.S.C. 601 *et seq.*) requires preparation of an initial regulatory flexibility analysis (IRFA) and a final regulatory flexibility analysis (FRFA) for any rule that by law must be proposed for public comment, unless the agency certifies that the rule, if promulgated, will not have a significant economic impact on a substantial number of small entities.

OSHA reviewed this proposed rule under the provisions of the Regulatory Flexibility Act. This rule would eliminate burdensome regulations. Therefore, OSHA initially concludes that the impacts of the revisions would not have a “significant economic impact on a substantial number of small entities,” and that the preparation of an IRFA is not warranted. OSHA will transmit this certification and supporting statement of factual basis to the Chief Counsel for Advocacy of the Small Business Administration for review under 5 U.S.C. 605(b).

B. Review Under Executive Order 12866

E.O. 12866, “Regulatory Planning and Review” (58 FR 51735 (Oct. 4, 1993)), requires agencies, to the extent permitted by law, to (1) propose or adopt a regulation only upon a reasoned determination that its benefits justify its costs (recognizing that some benefits and costs are difficult to quantify); (2) tailor regulations to impose the least burden on society, consistent with obtaining regulatory objectives, taking into account, among other things, and to the extent practicable, the costs of cumulative regulations; (3) select, in

choosing among alternative regulatory approaches, those approaches that maximize net benefits; (4) to the extent feasible, specify performance objectives, rather than specifying the behavior or manner of compliance that regulated entities must adopt; and (5) identify and assess available alternatives to direct regulation, including providing economic incentives to encourage the desired behavior, such as user fees or marketable permits, or providing information upon which choices can be made by the public.

Section 6(a) of E.O. 12866 also requires agencies to submit “significant regulatory actions” to the Office of Information and Regulatory Affairs (OIRA) for review. OIRA has determined that this proposed rule would not constitute a “significant regulatory action” under section 3(f) of E.O. 12866. Accordingly, this proposal was not submitted to OIRA for review under E.O. 12866.

VI. Additional Requirements

A. Requirements for States With OSHA-Approved State Plans

Under section 18 of the OSH Act (29 U.S.C. 651 *et seq.*), Congress expressly provides that States may adopt, with Federal approval, a plan for the development and enforcement of occupational safety and health standards that are “at least as effective” as the Federal standards in providing safe and healthful employment and places of employment (29 U.S.C. 667). OSHA refers to these OSHA-approved, State-administered occupational safety and health programs as “State Plans.”⁴

When Federal OSHA promulgates a new standard or a more stringent amendment to an existing standard, State Plans must either amend their standards to be identical to, or “at least as effective as,” the new Federal standard or amendment, or show that an existing State Plan standard covering this issue is “at least as effective” as the new Federal standard or amendment (29 CFR 1953.5(a)). However, when OSHA promulgates a new standard or amendment that does not impose additional or more stringent requirements than an existing standard, State Plans do not have to amend their

standards, although they may opt to do so. OSHA has preliminarily determined this proposed rule does not impose additional or more stringent requirements than the existing standard, and therefore State Plans are not required to amend their standards. OSHA seeks comment on this assessment of its proposal.

B. OMB Review Under the Paperwork Reduction Act of 1995

The Paperwork Reduction Act (PRA) defines “collection of information” to mean “the obtaining, causing to be obtained, soliciting, or requiring the disclosure to third parties or the public, of facts or opinions by or for an agency, regardless of form or format” (44 U.S.C. 3502(3)(A)). Under the PRA, a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA and the agency displays a currently valid OMB control number (44 U.S.C. 3507). Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number (44 U.S.C. 3512(a)(1)). The process for OMB approval is found in 5 CFR part 1320.

This proposed rule would impose no new information collection requirements. Because the revisions are deregulatory and affect only minor changes to the existing information collections in the Cadmium standards (OMB Control Numbers 1218–0185 and 1218–0186), OMB has waived the requirements of 5 CFR part 1320 and approved the modified Information Collection Request (ICR) under existing OMB Control Numbers 1218–0185 and 1218–0186 (*see* 5 CFR 1320.18(d)).

C. Environmental Impacts/National Environmental Policy Act (NEPA)

OSHA has reviewed this proposed rule according to the National Environmental Policy Act of 1969 (NEPA) (42 U.S.C. 4321 *et seq.*), as amended by the Fiscal Responsibility Act of 2023 (Pub. L. 118–5, 321, 137 Stat. 10), and the Department of Labor’s NEPA procedures (29 CFR part 11). OSHA has determined that this proposal would have no impact on the quality of the human environment.

D. Other Statutory and Executive Order Considerations

OSHA has considered its obligations under the Unfunded Mandates Reform Act (UMRA) (2 U.S.C. 1501 *et seq.*) and the Executive Orders on Consultation and Coordination With Indian Tribal

⁴ Of the 29 States and U.S. territories with OSHA-approved State Plans, 22 cover public and private-sector employees: Alaska, Arizona, California, Hawaii, Indiana, Iowa, Kentucky, Maryland, Michigan, Minnesota, Nevada, New Mexico, North Carolina, Oregon, Puerto Rico, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington, and Wyoming. The remaining six States and one U.S. territory cover only State and local government employees: Connecticut, Illinois, Maine, Massachusetts, New Jersey, New York, and the Virgin Islands.

Governments (E.O. 13175, 65 FR 67249 (Nov. 6, 2000)), Federalism (E.O. 13132, 64 FR 43255 (Aug. 10, 1999)), and Protection of Children From Environmental Health Risks and Safety Risks (E.O. 13045, 62 FR 19885 (Apr. 23, 1997)). Given that this is a proposed deregulatory action that involves the removal of requirements, that OSHA does not foresee economic impacts of \$100 million or more, and that the action does not constitute a policy that has federalism or tribal implications, OSHA has determined that no further agency action or analysis is required to comply with these statutes and executive orders. Furthermore, OSHA has determined that this proposal is consistent with the policies and directives outlined in E.O. 14192, “Unleashing Prosperity Through Deregulation” and is an Executive Order 14192 deregulatory action.

List of Subjects in 29 CFR Part 1910 and 29 CFR Part 1926

Assigned protection factors, Airborne contaminants, Health, Occupational safety and health, Respirators, Respirator selection.

VII. Authority and Signature

This document was prepared under the direction of Amanda Laihow, Acting Assistant Secretary of Labor for Occupational Safety and Health. It is issued under the authority of sections 4, 6, and 8 of the Occupational Safety and Health Act of 1970 (29 U.S.C. 653, 655, and 657), 5 U.S.C. 553, Secretary of Labor’s Order No. 8–2020 (85 FR 58393), and 29 CFR part 1911.

Dated: June 20, 2025.

Amanda Laihow,

Acting Assistant Secretary of Labor for Occupational Safety and Health.

VIII. Regulatory Text

Proposed Amendments

For the reasons set forth in the preamble, OSHA is amending 29 CFR parts 1910 and 1926 as follows:

PART 1910—OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Subpart Z—Toxic and Hazardous Substances

■ 1. The authority for 29 CFR 1910 subpart Z is revised to read as follows:

Authority: 33 U.S.C. 941; 29 U.S.C. 653, 655, 657; Secretary of Labor’s Order No. 12–71 (36 FR 8754), 8–76 (41 FR 25059), 9–83 (48 FR 35736), 1–90 (55 FR 9033), 6–96 (62 FR 111), 3–2000 (65 FR 50017), 5–2002 (67 FR 65008); 5–2007 (72 FR 31160), 4–2010 (75 FR 55355), 1–2012 (77 FR 3912), or 8–2020

(85 FR 58393); 29 CFR part 1911; and 5 U.S.C. 553, as applicable.

All of subpart Z issued under 29 U.S.C. 655(b), except those substances that have exposure limits listed in Tables Z–1, Z–2, and Z–3 of § 1910.1000. The latter were issued under 29 U.S.C. 655(a).

Section 1910.1000, Tables Z–1, Z–2 and Z–3 also issued under 5 U.S.C. 553, but not under 29 CFR part 1911 except for the arsenic (organic compounds), benzene, cotton dust, and chromium (VI) listings.

Section 1910.1201 also issued under 40 U.S.C. 3704 and 5 U.S.C. 553.

Section 1910.1002 also issued under 5 U.S.C. 553, but not under 29 U.S.C. 655 or 29 CFR part 1911.

Sections 1910.1018, 1910.1029, and 1910.1200 also issued under 29 U.S.C. 653.

Section 1910.1030 also issued under Public Law 106–430, 114 Stat. 1901.

Section 1910.1201 also issued under 49 U.S.C. 1801–1819 and 5 U.S.C. 553.

■ 2. § 1910.1027 is revised as follows:

■ a. Revise and republish paragraphs (g)(1), (g)(3)(i), and (m)(4)(iii)(E)

■ b. Remove paragraphs (g)(1)(i)–(vii) and (g)(3)(i)(A)–(C).

The revisions and additions read as follows:

§ 1910.1027 Cadmium.

(g) * * *

(1) General. For employees who use respirators required by this section, the employer must provide each employee an appropriate respirator that complies with the requirements of this paragraph. Respirators must be used when the employer determines that they are necessary to protect the health of an employee as required under 29 CFR 1910.134(a)(2).

(2) * * * * *

(3) * * *

(i) Employers must select, and provide to employees, the appropriate respirators specified in paragraph (d)(3)(i)(A) of 29 CFR 1910.134.

* * * * *

(m) * * *

(1) * * * * *

(2) * * * * *

(3) * * * * *

(4) * * *

(i) * * * * *

(ii) * * * * *

(iii) * * *

(A) * * * * *

(B) * * * * *

(C) * * * * *

(D) * * * * *

(E) The purpose, proper selection, fitting, proper use, and limitations of protective clothing;

* * * * *

PART 1926—SAFETY AND HEALTH REGULATIONS FOR CONSTRUCTION

Subpart Z—Toxic and Hazardous Substances

■ 1. The authority for 29 CFR 1926 subpart Z continues to read as follows:

Authority: 40 U.S.C. 3704; 29 U.S.C. 653, 655, 657; and Secretary of Labor’s Order No. 12–71 (36 FR 8754), 8–76 (41 FR 25059), 9–83 (48 FR 35736), 1–90 (55 FR 9033), 6–96 (62 FR 111), 3–2000 (65 FR 50017), 5–2002 (67 FR 65008), 5–2007 (72 FR 31160), 4–2010 (75 FR 55355), 1–2012 (77 FR 3912), or 8–2020 (85 FR 58393), as applicable; and 29 CFR part 1911.

Section 1926.1102 not issued under 29 U.S.C. 655 or 29 CFR part 1911; also issued under 5 U.S.C. 553.

■ 2. § 1926.1127 is revised as follows:

■ a. Revise and republish paragraphs (g)(1), (g)(3)(i), and (m)(4)(iii)(E).

■ b. Remove paragraphs (g)(1)(i)–(vii) and (g)(3)(i)(A)–(C).

The revisions and additions read as follows:

(g) * * *

(1) *General.* For employees who use respirators required by this section, the employer must provide each employee an appropriate respirator that complies with the requirements of this paragraph. Respirators must be used when the employer determines that they are necessary to protect the health of an employee as required under 29 CFR 1910.134(a)(2).

(2) * * * * *

(3) * * *

(i) Employers must select, and provide to employees, the appropriate respirators specified in paragraph (d)(3)(i)(A) of 29 CFR 1910.134.

* * * * *

(m) * * *

(1) * * * * *

(2) * * * * *

(3) * * * * *

(4) * * *

(i) * * * * *

(ii) * * * * *

(iii) * * *

(A) * * * * *

(B) * * * * *

(C) * * * * *

(D) * * * * *

(E) The purpose, proper selection, fitting, proper use, and limitations of protective clothing;

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[FR Doc. 2025–11635 Filed 6–30–25; 8:45 am]

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