

Gettysburg College



Personal Protective Equipment Program

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I. Introduction

A. Scope

The Occupational Safety and Health Administration (OSHA) requires employers to protect their employees from workplace hazards such as machines, work procedures, and hazardous substances that can cause injury. The preferred way to do this is through engineering controls or work practice and administrative controls, but when these controls are not feasible or do not provide sufficient protection, an alternative or supplementary method of protection is to provide workers with personal protective equipment (PPE) and the know-how to use it properly.

This document serves as the written guide for Gettysburg College compliance to 29 CFR 1910.132, titled, "Personal Protective Equipment" and the personal protective equipment program requirements contained therein.

B. Application

Personal protective equipment shall be provided, used, and maintained in a sanitary and reliable condition wherever environmental, chemical, radiological, or mechanical hazards or irritants may injure or impair employees through absorption, inhalation, or physical contact. Gettysburg College shall institute all feasible engineering, work practice, and administrative controls to eliminate or reduce hazards below the permissible exposure limits before using PPE to protect employees against hazards.

II. Responsibility

- A. The **President of Gettysburg College** has ultimate responsibility for occupational safety within the institution. General oversight responsibility is assigned to the **Executive Vice President**.
- B. The **Director of Environmental Health & Safety** will be responsible for administering the Gettysburg College Personal Protective Equipment Program. This includes:
 - 1. working with administrators and other employees to develop and implement the appropriate personal protective equipment policies and practices.
 - 2. assisting supervisors in assessing workplace hazards
 - 3. advising on administrative and engineering controls that reduce hazard exposure.
 - 4. recommending proper personal protective equipment.
 - 5. maintaining hazard assessments and training records
- C. The **Supervisor** has a primary responsibility for implementing the Gettysburg College Personal Protective Equipment Program in the workplace. This includes:
 - 1. assessing workplace hazards through written certification
 - 2. ensuring that workers know and follow the personal protective equipment program
 - 3. implementing administrative and engineering controls where possible to reduce hazard exposure.
 - 4. ensuring that the proper personal protective equipment is available and in working order
 - 5. ensuring employees are trained on the proper use, care, and maintenance of their PPE.
 - 6. enforcing the use of PPE.
 - 7. providing for the safety of visitors in the workplace.
- D. The **Employee** will be responsible for maintaining a thorough understanding of the Gettysburg College Personal Protective Equipment Program and conducting each operation in accordance with the program. This includes:
 - 1. following safe work practices to eliminate or reduce hazardous exposure.
 - 2. attending required training.
 - 3. wearing and maintaining the appropriate PPE
 - 4. reporting changes in the workplace that affect hazard exposure to their supervisor.
- E. The **Safety Committee** assists the Director of Environmental Health & Safety and:
 - 1. periodically reviews the Personal Protective Equipment Program
 - 2. conducts safety audits

- F. **All Employees of the College** are responsible for ensuring that they follow the procedures and faithfully implement the appropriate responsibilities put forth in the personal protective equipment program. Failure to do so is a serious breach of college policy and subject to disciplinary action that might include termination of employment at the college. The procedures to be followed in the event of such action shall be in keeping with existing guidelines as stated in the appropriate handbook for faculty, administrators, or staff.

III. Hazard Assessment

Hazard assessment is a process (required by OSHA) of identifying the hazards associated with a particular task, job title, or work location, and the personal protective equipment that must be used to ensure exposure does not exceed OSHA permissible limits. Each hazard assessment shall be performed by the workplace supervisor and certified in writing.

Appendix A contains Hazard Assessment Certification Forms specific to task, job title, and work location. Supervisors may choose to use any one or a combination of these forms.

A copy of each hazard assessment performed shall be maintained at the workplace and a copy shall be sent to the Department of Environmental Health and Safety.

IV. PPE Selection, Use, and Maintenance

A. General PPE Requirements

1. All personal protective equipment (PPE) shall be of safe design and construction for the work to be performed, and shall be maintained in a sanitary and reliable condition.
2. Where employees provide their own PPE, Gettysburg College shall assure its adequacy, including proper maintenance and sanitation.
3. PPE which ensures a level of protection greater than the minimum required to protect employees from the hazards shall be selected.
4. Careful consideration shall be given to comfort and fit. PPE that fits poorly will not afford the necessary protection. Continued wearing of the device is more likely if it fits the wearer comfortably. Protective devices are generally available in a variety of sizes or with adjustable features. Care should be taken to ensure that the right size is selected.

B. Eye and Face Protection

Gettysburg College shall ensure that employees use appropriate eye or face protection when exposed to eye or face hazards, including, but not limited to:

- Dust or flying particles
- molten metal
- acids/caustics or other chemical liquids
- chemical gas or vapors
- blood or other potentially infectious body fluids that might splash, spray, or splatter
- potentially injurious light radiation such as that created by welding arcs or lasers.

General Requirements

- a. Protective eye and face devices shall comply with ANSI Z87.1—1989, “American National Standard Practice for Occupational and Education Eye and Face Protection.”
- b. Employees who wear prescription lenses (including contact lenses) shall have their prescription incorporated into the eye protection or wear eye protection that can be worn over the prescription lenses without disturbing the proper position of the prescription lenses or the protective lenses.

- c. Eye and face protection shall be distinctly marked to identify the manufacturer.
- d. Emergency eyewash facilities meeting the requirements of 29 CFR 1910.151(c) and ANSI Z358.1 shall be provided in all areas where employees may be exposed to corrosive materials.

1. Protection Against Light Radiation

Employees exposed to hazardous light radiation shall use filter lenses that have a shade number appropriate for the work being performed. A listing of appropriate shade numbers for various operations can be found in 29 CFR 1910.133, “Eye and Face Protection” or Appendix B.

Employees exposed to hazardous light emitted by lasers shall use safety goggles specifically designed to protect their eyes from the specific intensity of light produced by the laser. For guidance refer to 29 CFR 1926.102(b)(2) or the Gettysburg College Laser Safety Plan.

2. Protection Against Hazardous Materials Splash

Employees exposed to chemical and biological hazards that may splash in the eye shall use chemical splash goggles with indirect venting. For severe exposure, a face shield shall be worn in addition to splash goggles.

3. Protection Against Flying Particles (including sparks)

Employees exposed to flying particles shall use either impact-resistant spectacles with side shields or impact-resistant goggles. For severe exposure, a face shield shall be worn in addition to spectacles or goggles.

4. Protection Against Glare, Heat, and Molten Metal

Employees exposed to glare, heat, and molten metal shall use welding goggles with tinted lenses. For severe exposure, a face shield shall be worn in addition to welding goggles.

C. Respiratory Protection

REFER TO THE GETTYSBURG COLLEGE RESPIRATORY PROTECTION PROGRAM

D. Head Protection

Gettysburg College shall ensure that each affected employee wears an appropriate protective helmet when working in areas where there is a potential for injury from falling objects or when exposed electrical conductors could contact the head.

Protective helmets shall comply with ANSI Z89.1—1986, “American National Standard for Personal Protection-Protective Headwear for Industrial Workers-Requirements.”

To protect employees working below, you must provide chin straps for the protective helmets worn by employees working at higher elevations.

1. Protection Against Impact (Class A, B, and C)

OSHA has three classifications of head protection. All three head protectors (helmets) are designed to provide protection from impact and penetration hazards caused by falling objects.

2. Protection Against Exposed Electrical Conductors (Class A and B)

In addition to providing protection from impact and penetration, head protection is also available which provides protection from electrical shock and burn. Class A helmets provide electrical protection from low-voltage conductors (they are proof tested to 2,200 volts). Class B helmets provide electrical protection from high-voltage conductors (they are proof tested to 20,000 volts).

E. Hearing Protection

REFER TO THE GETTYSBURG COLLEGE HEARING
CONSERVATION PROGRAM

F. Foot Protection

Gettysburg College shall ensure that each affected employee uses protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, and where such employee’s feet are exposed to electrical hazards.

Protective footwear shall comply with ANSI Z41—1991, “American National Standard for Personal Protection-Protective Footwear.”

1. Protection from Impact and Compression

Employees exposed to impact or compression hazards from objects falling or rolling onto their toes, or weight pressing on their toes shall use protective footwear with toe guards. When the dorsum of the foot is exposed to impact or compression hazards, the employee shall use metatarsal guards in addition to toe guards.

2. Protection from Puncture Wounds

Employees exposed to puncture wounds due to sharp objects piercing the sole shall use protective footwear with metal insoles.

3. Protection from Electrical Conduction

a. Electrically conductive footwear

Employees exposed to explosive atmospheres shall use protective footwear designed to be electrically conductive to prevent the buildup of static electricity by grounding the employee.

b. Electrically nonconductive footwear

Employees exposed to electrical conductors shall use protective footwear designed to be electrically nonconductive

4. Protection from Heat, Molten Metal, and Sparks

Employees exposed to heat, molten metal, and sparks shall use foundry shoes and leggings.

G. Hand Protection

Gettysburg College shall select and require employees to use appropriate hand protection when employees' hands are exposed to hazards such as those from skin absorption of harmful substances, severe cuts or lacerations, severe abrasions, punctures, chemical burns, thermal burns, and harmful temperature extremes.

There are no ANSI standards for glove selection. Gettysburg College shall base the selection of the appropriate hand protection on an evaluation of the performance characteristics of the hand protection relative to the task(s) to be performed, conditions present, duration of use, and hazards and potential hazards identified.

1. Protection from Cuts, Lacerations, Abrasions, Punctures

Employees exposed to cuts, lacerations, abrasions, or punctures shall use a glove that guards against these hazards. Choices include:

a. Fabric gloves

These gloves protect against dirt, slivers, chafing, and abrasion but do not provide sufficient protection to be used with rough, sharp, or heavy materials.

b. Plastic coated fabric gloves

Adding a plastic coating to fabric gloves strengthens them and offers slip-resistant qualities. These gloves can be used for handling bricks or wire rope for example.

c. Metal mesh gloves and some synthetic gloves.

These gloves provide protection against sharp objects such as knives.

d. Leather gloves

These gloves provide protection against rough objects. They also protect against sparks and moderate heat.

2. Protection from Heat, Molten Metal and Sparks

Employees exposed to heat, molten metal, and sparks shall use a glove that guards against these hazards. Choices include:

a. Leather gloves

These gloves provide protection against sparks and moderate heat. They also protect against rough objects.

b. Aluminized gloves

These gloves usually are used for welding, furnace, and foundry work because they provide reflective and insulating protection against heat.

c. Aramid fiber gloves (and other synthetic materials)

These gloves protect against heat and cold. They may also be cut- and abrasive-resistant.

3. Protection from Hazardous Materials

Employees exposed to hazardous materials including chemicals and infectious substances shall use a glove that guards against these hazards. Many “chemically resistant” gloves exist. To select an appropriate glove employees should refer to the material safety data sheet for the hazardous material to which they are exposed. Additionally, a glove selection guide can be found in Appendix C of this document.

H. Body Protection (arms, legs, torso)

Gettysburg College shall select and require employees to use other appropriate body protection when parts of the employees’ bodies (other than those previously covered) are exposed to hazards such as those from skin absorption of harmful substances, severe cuts or lacerations, severe abrasions, punctures, chemical burns, thermal burns, and harmful temperature extremes.

Body protection may include: vests, jackets, chaps, aprons, coveralls, surgical gowns, full body suits

Like gloves, body protection comes in a variety of materials each suited to a particular hazard. To select an appropriate body protector refer to the material safety data sheet for the hazardous material or contact the Director of Environmental Health & Safety for guidance.

V. Training

Gettysburg College shall provide training to each employee who is required to use PPE. Training shall include at least the following:

- when PPE is necessary
- what PPE is necessary
- how to properly don, doff, adjust, and wear PPE
- the limitations of PPE
- the proper care, maintenance, useful life, and disposal of PPE

Employees must demonstrate an understanding of their training through testing and/or practice exercises.

When supervisors have reason to believe that an employee who has been trained does not have the understanding and skill required to use PPE properly, the employee must be retrained. Circumstances where retraining is required include, but are not limited to, situations where:

- changes in the workplace render previous training obsolete
- changes in the type of PPE to be used render previous training obsolete
- inadequacies in an employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding and skill (such as not wearing or improperly wearing PPE)

VI. Record Keeping

a. Hazard Assessments (Appendix A)

Hazard Assessments shall be retained for each task, job title, or work location for the duration of PPE use. A copy of each assessment shall be kept in the department files and a copy shall be sent to the Department of Environmental Health & Safety.

b. Training Records

Training records shall be retained for the duration of an employee's employment. Training certifications shall be kept in the department files and a copy shall be sent to the Department of Environmental Health & Safety.

c. Program Evaluation

The Gettysburg College Personal Protective Equipment Program shall be reviewed periodically from its effective date by the Gettysburg College Safety Committee.

Appendix A1

Certification of Hazard Assessment by Task

Assessment Date: _____ Department: _____

Description of Task: _____

HAZARDS

PPE REQUIRED

Eye and Face

___ Light Radiation

Filter Lenses (See Appendix B)

___ Hazardous Materials Splash

Chemical Splash Goggles
(add face shield for severe exposure)

___ Flying Particles

Impact Spectacles with Side Shields or
Impact Goggles
(add face shield for severe exposure)

___ Glare, Heat, Molten Metal

Welding Goggles with Tinted Lenses
(add face shield for severe exposure)

Respiratory

*See Gettysburg College Respiratory
Protection Program*

Head

___ Impact and Penetration

Class A, B, or C Helmet or Bike Helmet

___ Electricity (under 2200 Volts)

Class A Helmet

___ Electricity (2200—20,000 Volts)

Class B Helmet

Hearing

*See Gettysburg College Hearing
Conservation Program*

Feet

___ Fall

Slip Resistant Footwear

___ Impact and/or Compression

Safety Shoes with Toe Guards (add

metatarsal guards when dorsum of foot is exposed)

- ___ Puncture Wounds Safety Shoes with Metal Insoles
- ___ Working in Explosive Atmosphere Electrically Conductive Safety Shoes
- ___ Electricity Electrically Nonconductive Safety Shoes
- ___ Heat, Molten Metal, Sparks Foundry Shoes and Leggings

Hand

- ___ Cuts, Lacerations, Abrasions, Punctures Choose most appropriate (Fabric, Plastic coated fabric, Metal mesh, synthetic, or leather gloves)
- ___ Heat, Molten Metal, Sparks Choose most appropriate (Leather, Aluminized, Aramid fiber, or synthetic glove)
- ___ Hazardous Materials Choose most appropriate (latex, nitrile, butyl, vinyl, neoprene, fluoroelastomer)
- ___ Bloodborne Pathogen Exposure Choose most appropriate (latex, nitrile, vinyl)

Body (arms, legs, torso)

- ___ Cuts, Lacerations, Abrasions, Punctures, Heat, Molten Metal, Sparks, Hazardous Materials Choose most appropriate (vest, jacket, apron, coverall, surgical gown, fully body suit)

Other Control Measures: _____

CERTIFICATION: I certify this hazard assessment was conducted in accordance with the provisions of the Gettysburg College Personal Protective Equipment Program.

Supervisor Name

Date

Distribution: Department File
Department of Environmental Health & Safety

Appendix A2

Certification of Hazard Assessment by Job Title

Assessment Date: _____ **Department:** _____

Job Title: _____

Eye and Face Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Respiratory Hazard **Refer to Gettysburg College Respiratory Protection Plan**

Head Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Hearing Hazard **Refer to Gettysburg College Hearing Conservation Program**

Foot Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Hand Hazard

Task

PPE Required

Body Hazard

Task

PPE Required

Other Control Measures: _____

CERTIFICATION: I certify this hazard assessment was conducted in accordance with the provisions of the Gettysburg College Personal Protective Equipment Program.

Supervisor Name

Date

Distribution: Department File
Department of Environmental Health & Safety

Appendix A3

Certification of Hazard Assessment by Location

Assessment Date: _____ **Department:** _____

Building: _____ **Room:** _____

Eye and Face Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Respiratory Hazard **Refer to Gettysburg College Respiratory Protection Plan**

Head Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Hearing Hazard **Refer to Gettysburg College Hearing Conservation Program**

Foot Hazard	Task	PPE Required
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Hand Hazard	Task	PPE Required

Body Hazard	Task	PPE Required

Other Control Measures: _____

CERTIFICATION: I certify this hazard assessment was conducted in accordance with the provisions of the Gettysburg College Personal Protective Equipment Program.

Supervisor Name **Date**

Distribution: Department File
 Department of Environmental Health & Safety

Appendix B

Filter Lenses for Protection Against Radiant Energy

Operations	Electrode size in 1/32" (0.8mm)	Arc current	Minimum* protective shade
Shielded metal arc welding	<3	<60	7
	3-5	60-160	8
	5-8	160-250	10
	>8	250-550	11
Gas metal-arc welding and flux-cored arc welding		<60	7
		60-160	10
		160-250	10
		250-500	10
Gas tungsten-arc welding		<50	8
		50-150	8
		150-500	10
Air carbon arc cutting	(light)	<500	10
	(heavy)	500-1,000	11
Plasma arc welding		<20	6
		20-100	8
		100-400	10
		400-800	11
Plasma arc cutting	(light)**	<300	8
	(medium)**	300-400	9
	(heavy)**	400-800	10
Torch blazing			3
Torch soldering			2
Carbon arc welding			14
Gas welding:			
Light	<1/8	<3.2	4
Medium	1/8-1/2	3.2-12.7	5
Heavy	>1/2	>12.7	6
Oxygen cutting:			
Light	<1	<25	3
Medium	1-6	25-150	4
Heavy	>6	>150	5

Source: 29 CFR 1910.133(a)(5).

**As a rule of thumb, start with a shade that is too dark to see the weld zone. Then go to a lighter shade which gives sufficient view of the weld zone without going below the minimum. In oxyfuel gas welding or cutting where the torch produces a high yellow light, it is desirable to use a filter lens that absorbs the yellow or sodium line in the visible light of the (spectrum) operation.*

*** These values apply where the actual arc is clearly seen. Experience has shown that lighter filters may be used when the arc is hidden by the workpiece.*

Appendix C

Glove Selection Guide for Protection Against Hazardous Materials

Chemical resistant gloves are an important aspect of protection against hazardous materials. It is critical that users select the correct glove material based on the chemicals used and the glove's permeation data. Inappropriate use of glove material may actually injure a worker as chemicals can quickly permeate the barrier. Please review the manufacturer, test data, and glove usage recommendations. Together the information will allow you to select the best glove material for your application. If you have any questions on glove selection, contact the chemical hygiene officer at 337-6813 or 752-5219.

Chemical Family	Butyl Rubber	Neoprene	PVC (Vinyl)	Nitrile	Natural Latex
Acetates	G	NR	NR	NR	NR
Acids, inorganic	G	E	E	E	E
Acids, organic	E	E	E	E	E
Acetonitrile, Acrylonitrile	G	E	G	S	E
Alcohols	E	E	NR	E	E
Aldehydes	E	G	NR	S*	NR
Amines	S	NR	NR	F	NR
Bases, inorganic	E	E	E	E	E
Ethers	G	F	NR	E	NR
Halogens (liquids)	G	NR	F	E	NR
Inks	G	E	E	S	F
Ketones	E	G	NR	NR	G
Nitro compounds (Nitrobenzene, Nitromethane)	G	NR	NR	NR	NR
Oleic Acid	E	E	F	E	NR
Phenols	E	E	NR	NR	G
Quinones	NR	E	G	E	E
Solvents, Aliphatic	NR	NR	F	G	NR
Solvents, Aliphatic	NR	NR	F	F	NR

S - Superior, E - Excellent, G - Good, F - Fair, NR - Not Recommended.

*Not recommended for Acetaldehyde, use Butyl Rubber

The performance of gloves depend on their thickness and conditions of manufacture, as well as their material of construction. It is best to consult the manufacturers' glove selection guides. A few companies are listed below.

Ansell-Edmont - Ansell Industrial, 1300 Walnut St., Coshocton, OH 43812.
From the AnsellPro.com Home Page link to the **Chemical Resistance Guide: Permeation and Degradation Data**, a .pdf file, or, **SpecWare**, Ansell's interactive chemical resistance and glove recommendations guide to nearly 200 industrial chemicals and mixtures. Links to toxicology information, for thousands of chemicals from the National Library of Medicine database, is also provided.

Best Manufacturing Company - 579 Edison Street, Menlo, GA 30731.
Comprehensive Guide to Chemical-Resistant Best® Gloves - Software package with a 180-chemical database is free for downloading. It will help you determine which of the 11 chemical-resistant glove materials, in varying thicknesses, to use for specific applications. These range from where contact with the chemical is brief or intermittent, to worst-possible-case situations, such as total immersion (a decidedly imprudent procedure). Supports Windows 3.1, 3.11, 95, or NT.
<http://www.bestglove.com/products/chemresist/chemresist.htm>

Lab Safety Supply - PO Box 1368, Janesville, WI 53547.
Chemical Protective Gloves, EZ Facts Document 191 - Provides general information about OSHA regulations, selection factors and criteria, and types of glove materials. For specific information you can e-mail technical support, techsvc@labsafety.com, or consult the chemical compatibility chart contained in their hard copy catalog.
<http://www.labsafety.com/refinfo/ezfacts/ezf191.htm>.
A .pdf version of the fact sheet is available at:
<http://www.labsafety.com/refinfo/ezfacts/ezpdf/Ez191.pdf>

MAPA Professional - 85 85 Innsbruck Drive, Buffalo, NY 14227.
Permeation, Degradation and Breakthrough Rates - for 116 chemicals against their Stansolv® Nitrile and StanzoilÆ Neoprene gloves.
<http://www.mapaglove.com/content/ChemChart.htm>

Safeskin Corporation - 12671 High Bluff Drive, San Diego, CA 92130.
Chemical Resistance & Barrier Guide - ratings for Nitrile, and Natural rubber gloves against ~150 chemicals and a dozen mixtures. This page is part of the University of Maryland, Environmental Safety site. The table provides guidance based on published research data, not actual tests on the Safeskin gloves.
<http://www.inform.umd.edu/CampusInfo/Departments/EnvirSafety/ls/safeskin.html>

Safety 4, Inc. - 9765 Widmer, Bldg. 5, Lenexa, KS 66215.
Only one glove type, the 4H gloves are a 5-layer laminate of PE and EVOH, 2.7 mil thick in seven sizes. The **Chemical Protection Guide** helps determine if the 4H glove is appropriate for handling nearly 200 individual hazardous chemicals, and some 100 well-characterized mixtures, at two temperatures.
http://www.safety4.com/guide/set_guide.htm