

CUSTOMER GUIDE • STANDARDS UPDATE

# ANSI/ISEA Z308.1-2026

What's changed in the workplace first aid standard, and what it means for your workplace

**Sept 15, 2026**  
ANSI APPROVAL

**March 2027**  
EFFECTIVE DATE

**Z308.1-2021**  
EDITION SUPERSEDED

## Overview

The International Safety Equipment Association (ISEA) has published ANSI/ISEA Z308.1-2026, the American National Standard for Minimum Requirements for Workplace First Aid Kits and Supplies. It supersedes the 2021 edition, received ANSI approval on September 15, 2026, and becomes effective six months later, in March 2027.

The 2026 edition requires bilingual English and Spanish first aid guides and sets clearer performance criteria for arterial tourniquets. It also strengthens hazard assessment guidance and adds new guidance on naloxone, anti-choking devices, bleeding control, mobile workforces and first aid training. We recommend reviewing your first aid kits and wider emergency response program against the revised standard well before the effective date.

### GET THE OFFICIAL STANDARD

This guide is a summary only. ANSI/ISEA Z308.1-2026 is a copyrighted document and must be purchased directly from the International Safety Equipment Association (ISEA). Aero Healthcare cannot share or distribute the standard.

Purchase the standard: [safetyequipment.org/first-aid-standard](https://safetyequipment.org/first-aid-standard)

## Why It Matters: OSHA and the Standard

Under 29 CFR 1910.151, OSHA requires employers to make adequate first aid supplies readily available, and it points employers to ANSI/ISEA Z308.1 as the recognized benchmark for what an adequate kit contains. Kits labeled to the current edition give you clear, documented alignment with that benchmark.

## What's New at a Glance

- **Updated minimum kit requirements:** bilingual English and Spanish first aid guides and clearer criteria for arterial tourniquets.
- **Expanded supplemental guidance:** naloxone, anti-choking devices and bleeding control kits.
- **Mobile workers:** guidance on kit location, contents, storage and inspection for crews in the field and in vehicles.
- **Stronger hazard assessment:** determining supplies, kit quantities and placement from workplace-specific risks.
- **New training guidance:** preparing employees to respond, with trained personnel available on every shift.

## Summary of Changes: 2021 vs. 2026

| Area                            | 2021 Edition                                                                       | 2026 Edition                                                                                                                                            |
|---------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>First Aid Guide</b>          | Required in every kit; language not specified.                                     | Must be printed in both English and Spanish, in clear, simple language with diagrams where necessary.                                                   |
| <b>Tourniquets</b>              | Required in Class B kits; general performance description.                         | Must achieve effective occlusion within 90 seconds and maintain it for at least 15 minutes. The standard also cautions against counterfeit products.    |
| <b>Supply Specifications</b>    | Hand sanitizer required to be alcohol-based; scissors required to be autoclavable. | Specifications revised. Source supplies labeled to the 2026 edition.                                                                                    |
| <b>Hazard Assessment</b>        | Kit selection based on workplace hazards.                                          | Stronger guidance on determining supplies, kit quantities and placement from workplace-specific risks. Selecting kits by headcount alone is inadequate. |
| <b>Naloxone</b>                 | Not addressed.                                                                     | All employers encouraged to keep at least two naloxone nasal sprays in a clearly labeled kit near first aid supplies.                                   |
| <b>Anti-Choking Devices</b>     | Not addressed.                                                                     | Recognized as a supplement where standard choking response protocols are ineffective or cannot be performed.                                            |
| <b>Bleeding Control</b>         | Limited guidance within supplemental supplies.                                     | Dedicated guidance on bleeding control kits, pending a separate bleeding control standard now in development.                                           |
| <b>Mobile and Field Workers</b> | General statement on access to supplies.                                           | Guidance on job-site hazard assessment, kit location relative to the worksite, secure storage, inspection and restocking.                               |
| <b>Training and Responders</b>  | Not addressed.                                                                     | Employees should be trained in first aid, including CPR, with trained personnel available on every shift. Product-specific training is encouraged.      |

## Choosing the Right Kit

The standard classifies kits by the supplies they contain (Class) and by the container and environment they are built for (Type). Choose both based on a documented hazard assessment, not on the number of employees.

### Kit Classes

| Class          | Intended use                                                                                                               |
|----------------|----------------------------------------------------------------------------------------------------------------------------|
| <b>Class A</b> | Supplies for the most common workplace injuries, such as minor cuts, abrasions, sprains and minor burns.                   |
| <b>Class B</b> | A broader range and greater quantity of supplies for complex or high-risk environments, including a tourniquet and splint. |

### Container Types

| Type           | Environment                                                                            |
|----------------|----------------------------------------------------------------------------------------|
| <b>Type I</b>  | Stationary, indoor use where the kit is unlikely to be damaged (for example, offices). |
| <b>Type II</b> | Portable, indoor use where the kit is unlikely to be damaged.                          |

| Type     | Environment                                                                                                              |
|----------|--------------------------------------------------------------------------------------------------------------------------|
| Type III | Portable and mountable; for indoor use or sheltered outdoor use. Water-resistant.                                        |
| Type IV  | Portable and mountable; for outdoor use or mobile industries. Waterproof and tested for corrosion and impact resistance. |

**Placement:** Kits should be reachable within 3–4 minutes of risk areas. Where the hazard assessment shows minimum contents are not enough, add supplemental supplies.

## Naloxone and State Requirements

The national standard recommends naloxone for all employers. Several states have gone further and made it mandatory. New York requires employers subject to OSHA first aid requirements to make an opioid antagonist, such as naloxone, available in the workplace, effective December 2026. California has directed Cal/OSHA to adopt standards requiring naloxone in workplace first aid kits by December 31, 2026. Employers operating in multiple states should confirm the requirements that apply to each location.

**8%** of workplace fatalities are drug overdoses, yet only **28%** of employers report keeping naloxone on site.

*Source: National Safety Council*

## Compliance Readiness Checklist

Use this checklist at each facility. It combines the key requirements and recommendations of the 2026 edition with the ISEA Workplace First Aid Kit Readiness Checklist.

### 1. Classification & Risk Alignment

|                          |                                                                                                                                        |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Hazard assessment:</b> Document workplace-specific risks and likely injury types for each area.                                     |
| <input type="checkbox"/> | <b>Kit class:</b> Confirm each area has the kit class (A or B) that matches its level of risk, based on hazards rather than headcount. |
| <input type="checkbox"/> | <b>Gaps:</b> Identify where minimum kit contents are insufficient and supplemental supplies are needed.                                |

### 2. Kit Type & Placement

|                          |                                                                                                                                  |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Container type:</b> Select the correct container type (I–IV) for each environment, including water resistance and durability. |
| <input type="checkbox"/> | <b>Portable vs. fixed:</b> Confirm portable or fixed placement matches how the kit will be used.                                 |
| <input type="checkbox"/> | <b>Access time:</b> Ensure kits can be reached within 3–4 minutes of risk areas, including for field and vehicle-based crews.    |

### 3. Required Contents

|                          |                                                                                                                                                                                    |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>First aid guide:</b> Verify every kit contains an English and Spanish first aid guide that is clear, simple and usable in an emergency, with visual guidance where appropriate. |
| <input type="checkbox"/> | <b>Tourniquets:</b> Confirm Class B kits contain genuine, performance-verified arterial tourniquets from a trusted source.                                                         |
| <input type="checkbox"/> | <b>Core items:</b> Confirm every kit includes a foil (thermal) blanket and every Class B kit includes a splint.                                                                    |

- |                          |                                                                                                                                 |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Quantities and specs:</b> Verify trauma supplies and all other contents meet the 2026 minimum quantities and specifications. |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------|

#### 4. Labeling & Compliance

- |                          |                                                                                                                     |
|--------------------------|---------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Labeling:</b> Ensure kits are clearly marked and that new kits and refills are labeled to ANSI/ISEA Z308.1-2026. |
| <input type="checkbox"/> | <b>Product standards:</b> Confirm contents meet ANSI performance requirements and applicable FDA requirements.      |
| <input type="checkbox"/> | <b>Ongoing compliance:</b> Restock only with conforming products so kits stay compliant after replacement.          |

#### 5. Inspection & Maintenance

- |                          |                                                                                                                              |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Inspection schedule:</b> Inspect kits at least monthly and after each use.                                                |
| <input type="checkbox"/> | <b>Replacement:</b> Replace expired, damaged or used supplies immediately, and keep contents organized and easy to identify. |

#### 6. Hazard-Based Enhancements (Recommended)

- |                          |                                                                                                                                                                      |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Naloxone:</b> Evaluate naloxone availability and confirm compliance with any applicable state requirement.                                                        |
| <input type="checkbox"/> | <b>Supplemental supplies:</b> Evaluate bleeding control kits, anti-choking devices, OTC medications and environmental or seasonal supplies against identified risks. |
| <input type="checkbox"/> | <b>Mobile workers:</b> Ensure mobile and remote workers have access to appropriate kits.                                                                             |

#### 7. People & Training

- |                          |                                                                                                              |
|--------------------------|--------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <b>Trained responders:</b> Verify that personnel trained in first aid and CPR are present on every shift.    |
| <input type="checkbox"/> | <b>Product training:</b> Provide product-specific training for items such as tourniquets, naloxone and AEDs. |

### Relationship to Other Requirements

ANSI/ISEA Z308.1-2026 sets the benchmark for workplace first aid supplies. It does not replace federal, state or local requirements, including state AED statutes, which vary by jurisdiction and facility type.

### Frequently Asked Questions

#### What is ANSI/ISEA Z308.1-2026?

It is the current edition of the American National Standard for Minimum Requirements for Workplace First Aid Kits and Supplies, published by the International Safety Equipment Association (ISEA). It supersedes ANSI/ISEA Z308.1-2021.

#### When does the standard take effect?

The standard received ANSI approval on September 15, 2026, and becomes effective six months later, in March 2027.

### How does ANSI/ISEA Z308.1 relate to OSHA requirements?

OSHA (29 CFR 1910.151) requires that adequate first aid supplies be readily available and refers employers to ANSI/ISEA Z308.1 as the benchmark for what an adequate kit contains.

### Where can I get a copy of the standard?

The standard is a copyrighted document and must be purchased directly from ISEA. Aero Healthcare cannot share or distribute it. See the “Get the Official Standard” section of this guide for the link.

### Is naloxone required?

The national standard recommends naloxone for all employers, with at least two nasal sprays kept in a clearly labeled kit stored in plain view near other emergency supplies. Some states impose mandatory requirements: New York requires covered employers to make naloxone available in the workplace beginning December 2026, and California is adopting a comparable rule.

### Do I have to replace my existing 2021 kits?

Not necessarily. However, kits built to the 2021 edition do not conform to the 2026 edition without updates. At a minimum, they need a bilingual English and Spanish first aid guide, a performance-verified tourniquet in Class B kits, and restocking with supplies that conform to the 2026 edition.

### How do I choose between Class A and Class B kits?

Base the choice on a workplace hazard assessment rather than headcount. The standard states that selecting kits solely by number of personnel (for example, a “25-person kit”) is inadequate. Consider existing hazards, the injuries they may cause, and the time needed to reach a kit.

### Which kits are right for vehicles and field work?

Portable kits designed for mobile and outdoor use. Type III kits are mountable and water-resistant; Type IV kits are also waterproof and pass corrosion and impact testing. Store kits securely in transit, and bring them to the work area when the vehicle is more than three to four minutes round trip away.

### How can I tell if a tourniquet conforms?

A conforming arterial tourniquet uses mechanical advantage to tighten an inelastic strap, is at least 1.5 inches wide, is effective on limbs from 7 to 33 inches, achieves occlusion within 90 seconds and maintains it for at least 15 minutes. Blood-draw tourniquets do not qualify. Because counterfeits are on the market, buy from a trusted manufacturer or authorized distributor.

### How often should kits be inspected?

At least monthly and after each use. For mobile kits, the standard recommends inspection monthly or after each use, whichever comes first. Replace used and expired items at every inspection.

### Does the standard address AEDs?

The required first aid guide must cover CPR and AED use, and the new training guidance recommends first aid and CPR training with trained personnel on every shift. AED placement, registration and maintenance are generally governed by state law, which varies by jurisdiction and facility type.

## How Aero Healthcare Can Help

As a member of the ISEA task group that developed the 2026 standard, Aero Healthcare is well placed to support you through the transition. Our portfolio includes Class A and Class B first aid kits and refills, bleeding control products, first aid training supplies and public access AEDs.

- Kit audits and gap reviews against the 2026 edition
- Class A and Class B kits and refills labeled to ANSI/ISEA Z308.1-2026
- Bleeding control, naloxone storage and supplemental supply solutions

**Ready to review your facilities before March 2027?** Contact your Aero Healthcare representative, email [sales@aerohealthcare.us.com](mailto:sales@aerohealthcare.us.com) or call +1 845 618 7037.

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