Why are annual FIT TESTS required?
OSHA requires annual fit testing: 29 CFR 1910.134

NIOSH research confirms the need for annual testing: 10% of subjects failed a fit test after 1 year using the same make, model, and size respirator.

NIOSH research also suggests that those who have lost > 20lbs should prioritize getting fit tested again right away. Other facial changes requiring fit testing include significant weight gain, extensive dental work, scarring, or cosmetic surgery.

Respirator fit CAN change over time. If your respirator doesn’t fit, it doesn’t work.

If the respirator fit is unacceptable, the worker must be given the opportunity to select a different respirator and be retested.

Bottom line...
If your respirator doesn’t fit, it can’t efficiently protect you. OSHA requires annual fit testing: 29 CFR 1910.134

Sources:
New NIOSH Study Supports the OSHA Annual Fit Testing Requirements for Filtering Facepiece Respirators, http://blogs.cdc.gov/niosh-science-blog/2016/01/05/fit-testing/