Hard Hats, Safety Vest, High-Visibility Clothing Policy

I. POLICY, OBJECTIVES, BACKGROUND

Protecting our employees by providing a safe work environment is one of our organization’s core values. It is the policy of Dawson County to require the use of hard hats and high-visibility clothing by all employees in areas where their use would help prevent employee injuries.

II. AUTHORITY

The Montana Safety Culture Act, enacted by the 1993 Montana State Legislature, assigns the employer (Dawson County) the responsibility of assessing the work place for hazards and unsafe work practices or conditions and identifying corrective actions needed. That responsibility is further defined through the following regulations:

- Section 5(a)(1) of the Williams-Steiger Occupational Safety and Health Act (OSHA) of 1970 states each employer shall furnish to each of its employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to it employees;
- OSHA general industry regulation 29 CFR 1910.135(a)(1) stipulates that, “The employer shall ensure that each affected employee wears a protective helmet when working in areas where there is a potential for injury to the head from falling objects”; and
- OSHA construction industry regulation 29 CFR 1926.132(d)(1) adds that, “The employer shall assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE).”

III. PROCEDURES

1) Mandatory hard hat areas are defined as those times when a Dawson County employee is:

- Present at any construction, road construction or road maintenance project, contracted or not;
- Present at any work activity where the authority having jurisdiction or control of the premises requires that hard hats be worn by all personnel, including observers;
- Outside of his/her vehicle and performing work activity within the confines of the road right of way; or
• Present during any situation where the hazards of falling or flying objects could reasonably be expected, such as working below other workers who are using tools and materials which could fall or working below machinery or processes which might cause material or objects to fall (29 CFR 1910.135 Subpart I App B).

2) Mandatory requirements for the use of safety vests or high-visibility clothing:

• All workers within the right-of-way of a road or the confines of a road project must wear high-visibility safety apparel. In order to comply with the Code of Federal Regulations requirement for worker visibility (23 CFR 634), high-visibility safety apparel must meet the Performance Class 2 requirements of the ANSI/ISEA 107-2004 publication entitled “American National Standard for High-Visibility Safety Apparel and Headwear.” Fluorescent orange or fluorescent yellow-green clothing meeting the requirements of ANSI/ISEA Performance Class 2 such as a shirt, sweatshirt, or jacket furnished by the employee, with the supervisor’s approval, may be worn as a substitute for the Dawson County provided apparel.

• All high-visibility clothing and personal protective equipment are to be monitored closely to ensure that all items retain the protective qualities provided by the manufacturer. Faulty PPE items, such as faded vests, cracked or otherwise damaged hard hats, etc., are to be replaced immediately.

Questions concerning this policy shall be directed to your immediate supervisor, to the County Safety Coordinator, or to Human Resources.