



NC LEAGUE
OF MUNICIPALITIES
RISK MANAGEMENT SERVICES

HEALTH BENEFITS TRUST | WORKERS' COMPENSATION | PROPERTY & LIABILITY

308 WEST JONES STREET RALEIGH NC 27603 919-715-4000

Number 2014-09

September 2014

“HARD HAT EXEMPTION PROGRAM”

In a continuing effort to establish a progressive Safety Program, we hereby announce a unique policy of concern to everyone. It is a **HARD HAT EXEMPTION PROGRAM.**

If you are one of those “Hard Headed” individuals who wants to let your hair blow in the breeze, who feels that their hard hat is shortening their neck, and that, in general, it is just a pain in the you-know-what, **THIS PROGRAM IS FOR YOU!**

Every employee who has an exposure to falling objects is required to wear a hard hat on the job. If you don't desire this protection, you will be exempted from wearing a hard hat. Let me make it perfectly clear: All employees will be required to continue wearing their hard hats until they obtain a **“CERTIFICATE OF EXEMPTION.”**

The program works like this:

If your head meets the current OSHA standards for head protection, you don't need a hard hat. Contact the Safety Department and they will schedule you for testing. Upon successful completion of testing, you will receive a beautiful certificate, suitable for framing, identifying your head as conforming to American National Standards Institute (ANSI) for hard hats. You will also receive a wallet size card that you must carry on the job.

The test goes like this:

First, you will undergo a 24-hour underwater test. Maximum permitted absorption is 0.5 percent by weight. Your employer will furnish air for the 24 hours at no extra charge.

Passing that, an impact test will be conducted. While lying horizontal with your head resting on a steel plate, an 8 pound steel ball must be dropped 5 feet several times with no damage to your head.

Next, your head will be subjected to a variety of acids, solvents, oils, and industrial gases. It must pass with no damage to your head.

A propane torch will be used to determine if your head is fire resistant.

If there are any holes in your head, it will restrict you from a Class B rating.

For the final test, you must sustain 2,000 volts AC, 60 Hz, for three minutes with leakage currents not exceeding nine milliamperes. Breakdown threshold has been established at 30,000 volts.

All tests must be conducted at a variety of temperatures ranging from –20 to +140 degrees, F.

If you don't feel you can qualify, don't despair. Although not as pretty as your hairdo, your hard hat does provide protection for your head from all of the above.

Remember: Unless you receive an exemption certificate, you must continue wearing your hard hat. Not wearing one is a privilege that will be given only to those who undergo proper certification and are designated: **“HARD HEADS”**

For additional information contact risk management services at **1- 800-228-0986** and select **“safety and risk control”** from the available options.

This Bulletin is intended to assist in minimizing potential exposure to financial loss and is not intended to insure compliance with federal, state or local laws, regulations or rules, nor is it intended to be a substitute for legal counsel, actuarial assistance or other professional services. By offering periodic information on safety or risk management topics, neither the League nor its sponsored risk pools undertake to assume or guarantee safety or risk from injury or loss.