



CITY OF NORWICH

July 18, 2018

TO: All Employees
FROM: John Salomone
SUBJECT: Seat Belt Usage Policy

According to Connecticut law, anyone riding in the front seat of a vehicle, regardless of the occupant's age, must wear a seat belt. Additionally, from the Occupational Safety and Health Administration (OSHA), Title 29 CFR 1926.28(a) ("Personal Protective Equipment") states that:

The employer is responsible for requiring the wearing of appropriate personal protective equipment in all operations where there is an exposure to hazardous conditions or where this part indicates the need for using such equipment to reduce the hazards to the employees.

It has long been held by OSHA that seat belts are in fact personal protective equipment and do reduce exposure to hazards and is therefore a citable and enforceable standard.

Because the City of Norwich is committed to establishing and following practices that make working here safer and because we value the safety and well-being of all employees, this safety belt use policy is being implemented to promote safe driving habits, comply with state law, and comply with OSHA standard safety practices.

Therefore, City of Norwich employees are required to use safety belts while operating, or riding in, any motor vehicle, or other machinery that requires a seat belt, while performing official City business. Any employee found to be in violation of this policy shall be subject to appropriate disciplinary action, including warnings, reprimand, suspension or discharge.

John Salomone
City Manager