

00-05: Safety Shoe Policy & Program

## Pacific Maritime Association

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# SAFETY BULLETIN 00-5

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## Safety Shoe Policy & Program

### INFORMATION

On March 24, 2000 the ILWU & PMA completed and signed an agreement that provides for the mandatory wearing of safety footwear for ILWU-PMA Longshore workers and further provides that the Employers will pay up to \$200 per year for the purchase of such safety footwear. PMA has contracted with Red Wing Shoe Company to act as the safety shoe distributor for this program. Red Wing has 87 safety protective footwear outlets in the PMA area, as well as several shoe mobiles vans. They feature both the "RED WING" and "WORX" brand shoes that together have a selection of over 140 shoe styles.

The purpose of this Safety Bulletin is to outline the program to distribute the safety shoes:

Enclosed for each qualified ILWU-PMA Longshore person under this agreement is a personalized, serialized RED WING certificate for a \$200 credit toward the purchase of ANSI Z-41 approved class 75 safety shoe(s) from an authorized RED WING dealer. The certificate may be used at any one of the 87 authorized RED WING dealers. SAFEGUARD THIS CERTIFICATE, AS YOU WOULD CASH. IT MUST BE PRESENTED INTACT AND UNALTERED TO OBTAIN SHOES.

### RED WING Program:

Take this certificate to a RED WING store and turn in the certificate toward the total amount of the shoe purchase (shoe price plus taxes if any.) If the purchase exceeds \$200 then the longshore buyer is responsible for the extra cost over \$200. There is no payroll deduction associated with this program. If the purchase price (shoe cost plus taxes) is less than \$200, the Longshore person will receive a store credit that may be used toward the purchase of additional safety shoes later in the year. This store credit may ONLY be used in the store where the certificate was turned in and where the first pair of shoes was received. As an extra incentive, RED WING is offering \$25 off toward the purchase of RED WING shoes and \$15 off coupons toward the purchase of WORX shoes. This discount is offered only at RED WING outlets.

### Specially Designed Footwear

The joint agreement also provides for a REIMBURSEMENT PROGRAM for persons with medical/physical problems that require special footwear. If a longshore worker has special orthopedic shoe needs, then they must first get a letter or prescription from their physician. They may then buy ANSI Z-41 approved Class 75 orthopedic safety protective footwear. They are to take the doctors certificate, plus the RED WING certificate, plus the receipt for their shoes, plus the shoes to the local Joint Port Labor Relations Committee (JPLRC). This request is subject to verification. Upon approval, the person will be reimbursed for their orthopedic safety shoes. The RED WING certificate must be turned in unused and unaltered to be eligible for this program.

### Remote Ports:

The joint agreement provides for Longshore persons to BE REIMBURSED for the purchase of safety shoes by a Joint Port Labor Relations Committee if there are no approved safety shoe vendors available in their area. The RED WING Company has assured PMA that through their 87 outlets and by use of their mobile shoe vehicles, that they will have coverage in all PMA port areas. The JPLRC in the remote ports that do not have a local RED WING Store will coordinate and schedule the mobile shoe store visit for the port.

If longshore workers in these remote ports buy ANSI Z-41 approved class 75 safety protective footwear from a vendor other than RED WING, they may apply for reimbursement from a local Joint Port Labor Relations committee. They must present the REDWING certificate, plus the receipt for their shoes, plus the shoes themselves to a local Joint Port Labor Relations Committee. Upon approval, the JPLRC will submit a request for reimbursement through PMA accounting offices. The person will be reimbursed for their safety shoes within 14 days of approval. The RED WING certificate must be turned in unused and unaltered to be eligible for this program.

## Limitations to Reimbursement Program

A retroactive period for reimbursement will be given to all those qualified longshore workers who have purchased approved safety footwear since January 1, 2000. All such requests for reimbursement for this retroactive period must be submitted to your local Joint Port Labor Relations Committee no later than June 1, 2000 or your request for reimbursement will not be approved.

In order to be reimbursed for your purchase, you must present the RED WING certificate, plus the receipt for your shoes, plus the shoes themselves which meet the ANSI Z-41 approved class 75 standards to your local JPLRC. Upon approval, the JPLRC will submit a request for reimbursement through PMA accounting offices. Due to the expected influx of requests due to this retroactive period, reimbursement for safety shoes will take from 14 to 30 days from the time of the JPLRC approval. The RED WING certificate must be turned in unused and unaltered to be eligible for this program.

## Safety Shoe Allowance Cycle

The initial time period for this certificate reimbursement program for safety footwear will begin on January 1, 2000 and end June 30, 2001. In 2001, the annual cycle for new safety footwear will run from July 1 to June 30.

## Frequently asked Questions and Answers:

**Q:** -Is there an additional discount when we purchase RED WING or WORX shoes? **A - YES,** If you buy a pair of RED WINGS with your \$200 certificate you get \$25 off toward the purchase price. If you buy a pair of WORX shoes, you get \$15 off toward the purchase price. Buy a pair of each you will receive a total discount of \$40. This discount will only be available at the RED WING outlets.

**Q:** - When must I wear safety shoes? **A - OSHA** says anytime that you are exposed to a hazard of rolling, crushing or puncturing foot injury. In the joint agreement, jobs having these exposures are listed by job category. This means that safety shoes must be worn any time you take one of the listed jobs. The job categories are:

<b><u>Break Bulk Jobs – Ship / Dock</u></b>	<b><u>Container Operations - Ship</u></b>
Holdmen / Skilled Holdmen / Key Holdmen / Frontmen	Lasher
Gang or Hatch Boss	Cone men
<i>Foremen or Walking Boss – Ship &amp; Dock</i>	Front men or Swing men
<i>Hatch Clerk – Ship or Dock</i>	Dock Hatch Clerk- when on foot in work area
<i>Sorting Clerk – Ship or Dock</i>	<i>Dock Signal men</i>
<i>Block men/Sticker men/Dockmen /Straight Dock</i>	<i>Foremen or Walking Bosses</i>
<i>Swingmen/Extra men/lashers</i>	<i>Dock Spotters/Signalmen/Hatch Tenders</i>
<i>Supercargo</i>	<i>UTR Signalmen</i>

<i>Clerk Supervisor</i>	<i>Dock Hatch Clerk</i>
<i>Utility Lift Driver</i>	<i>Mechanics</i>
Cooper	Gear Locker men
<i>Sweeper or Utility men</i>	<b><u>Container Yard Operations</u></b>
<i>Carpenter</i>	<i>All Mechanics</i>
<i>Crane Chaser</i>	<i>Gearmen</i>
<i>All Mechanics</i>	<i>Gear Locker Men</i>
<i>Gearmen</i>	<i>Dock Aloft men</i>
<i>Gear Locker Men</i>	<i>Car &amp; Dock Men</i>
<b><u>Container Gate Operations</u></b>	<b><u>Container Freight Station (CFS)</u></b>
All Mechanics	All Workers except office workers in CFS

**Q** - What happens if I don't wear my safety shoes when required? **A** - First your employer will remind you that they are required and instruct you to put them on. Hopefully they will be in the trunk of your car if you are not already wearing them so you can get them quickly. If you do not have any safety shoes with you, the terminal is required to have a limited number of safety "toe caps" that you must wear for the duration of the shift. They must be returned at the end of the shift. If you refuse to wear safety shoes, or the toecaps offered, you must replace yourself.

The provisions of Section 17 of the PCL&CD may also apply to any Longshore worker or Clerk who refuses to wear safety footwear on the job when required.

**Q** - Aren't safety shoes "clunky" heavy, unstylish etc.? **A** - RED WING offers over 140 different styles of safety shoes. The new shoes have been designed for comfort, and style as well as safety. Have the RED WING sales representative show you the top selling styles.

**Q** - What happens if I lose my certificate? **A** - You will have to apply to the local Joint Port Labor Relations Committee for a new one. There will be a delay of about one-month while the old certificate is cancelled and the system is checked to ensure that it hasn't been used.

**Q** - When can I use my certificate? **A**: Immediately on receipt at any of the 87 RED WING participating shoe stores.

**Q**: Can I payroll deduct the amount over \$200 purchased at the RED WING store? **A**: - NO There is no payroll deduction associated with this program. If you go over the \$200 amount with your purchase, the extra must be paid for by you at the time of sale.

**Q:** - What if RED WING doesn't have the shoe I want to purchase in stock? **A** – RED WING will measure you for that shoe and will ship it directly to you.

**Q:** - Can I use the \$200 to buy safety shoes for someone other than myself? **A - NO** Shoes will only be sold that fit the foot of the certificate holder.

**Q:** - What happens if I don't use the entire \$200 allowance at once. **A** - You must turn in the \$200 certificate at the time of purchase. You will get a RED WING store credit for the unused amount. HOWEVER the credit MUST be used at the same store where the certificate was used.

**Q:** - Can any certificate credits be carried over to next year? **A – NO**, this program runs year to year. If you don't use your certificate in one year it expires.

**Q:** - When do I get next year's certificate? **A** - The program will run year to year ending approximately in May. Certificates will be dated so that accounting files may be closed out before the new certificates are issued. The next certificates will be issued approximately July 2001.