



Pacific Maritime Association

Accident Prevention Department
555 Market Street, 3rd Floor
San Francisco, California 94105

SAFETY BULLETIN 5-09

July 1, 2009

2009 - 2010 Safety Shoe Policy & Program

INFORMATION

In 2000 the Employers agreed to pay up to \$200 per year for the purchase of safety footwear. PMA has contracted with Red Wing Shoe Company to act as the safety shoe distributor for this program. Red Wing has 131 safety protective footwear outlets in the PMA area, as well as several shoe mobile vans. They feature "RED WING", "WORX" & "CARHARTT" brand shoes that together have a selection of 272 shoe styles.

This Safety Bulletin outlines the program which supersedes the 2000 Safety Shoe Policy & Program Agreement:

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 ASTM F 2413-05 or 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 131 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 SHOE 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. Do not try to use the certificate in a non Red Wing Shoe store. ONLY Red Wing Shoe dealers can honor the certificate.

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 ASTM F 2413-05 or 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 which must include the shoe size on the receipt, 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 131 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.

Reimbursement Program:

If Longshore workers in these remote ports buy ASTM F 2413-05 or 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 which must include the shoe size on the receipt, 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:

In order to be reimbursed for your purchase, you must present the RED WING certificate, the receipt for your shoes, which must include the shoe size on the receipt, and the shoes themselves, which meet the ASTM F 2413-05 or 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. Reimbursement for safety shoes take from 14 to 30 days from the time of the JPLRC approval. The RED WING certificate must be turned in unused and unaltered and the above requirements met to be eligible for this program.

Safety Shoe Allowance Cycle

The Time period for the JPLRC reimbursement program begins July 1, 2009 and ends June 30, 2010.

Frequently asked Questions and Answers:

Q - When and where am I required to wear safety shoes. **A** - Under the 2008 Pacific Coast Marine Safety Code, rules 612(c), 651(c), 1154(c), 1609(c) and 17.701(c) states, “(c) Approved safety shoes shall be worn by all employees working in the terminal operating environment.” (Essentially anywhere outside the office)

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 - 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. **The Deadline to turn in a request for lost certification is May 14, 2010.** You must have a valid current address for receipt of the certificate.

Q - Where can I obtain the "Lost Shoe Replacement form or the Reimbursement Request Form" in order to be reimbursed for my purchase or request a replacement certificate? **A** - You may stop by one of PMA local offices or go online @ <http://www.pmanet.org/>, then click on the heading entitled "Longshore" then click on "Safety shoe Forms" reimbursed for your purchase, to print a copy of the form you need.

Q - When can I use my certificate? **A** - Immediately on receipt at any of the 131 Red Wing's 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 first used. It may only be used toward the purchase of Safety shoes.

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 by **June 30, 2010** it expires.

Q: - When do I get next year's certificate? **A** - The program will run year to year ending on June 30, 2010. The next years certificates will be issued approximately late July 2009.

Q: What happens if the Red Wing, WORX or CARHARTT shoes have a defect such as sole separation? **A –** Take the shoes back to the store they were purchased from. The Red Wing Store dealers have been instructed to properly address all defects.

Q: What is the biggest reason for not receiving your certificate? **A** - Having a bad address on file with PMA. The certificate will be sent to the same address where PMA mails your payroll checks. It's your responsibility to make sure PMA has your current address. Remember, you must submit a W-2 "Change of Address Form" whenever you move.