

THE RURAL MUNICIPALITY OF PINEY

“Protective Footwear Policy”

Subject: Protective Footwear

Effective Date: March 25, 2015

Replaces Policy: New

Resolution No.: 443 Resolution Date: March 24, 2015

PURPOSE

The purpose of this policy is to ensure the health and safety of all employees while in the employment of the Municipality.

POLICY STATEMENT

The Rural Municipality of Piney is committed to providing a safe and healthy environment for all its employees. This policy extends to ensuring risk is minimized to the employees by use of Personal Protective Equipment (PPE).

DEFINITIONS

Protective Footwear is defined as footwear that meets CAN/CSA Standard Z195-02, Protective Footwear.

Fiscal Year is defined by the municipal fiscal year being January 1 to December 31.

POLICY

1. Where an employee is required, as a condition of employment, to provide and wear approved protective footwear during the course of the employee’s regular duties, the employee will be eligible for an allowance once per fiscal year, to help offset the cost to the employee of purchasing approved protective footwear. The employee will be reimbursed to a maximum of \$125.00 per year for protective footwear.

2. The allowance will be paid under the following conditions;
 - a. The protective footwear purchased must be approved by the Canadian Standards Association;
 - b. Satisfactory proof of purchase must be provided by the employee;
 - c. The employee must have purchased protective footwear specifically for employment with the municipality;
 - d. To be eligible to receive the allowance an employee must work full time for two consecutive weeks.

3. Where an employee who has worked for a fiscal year and has not claimed the allowance in that fiscal year, purchases protective footwear in the next fiscal year, the employee is eligible to claim up to twice the maximum allowance in the at next fiscal year.