



**Article:** XXIV

**Tab No.:** 24

**Subject:** **SAFETY EQUIPMENT**

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**Text:**

**ARTICLE XXIV - SAFETY EQUIPMENT**

**Section 1:**

The Company shall replace such equipment at no cost to the employee when these articles are presented worn or damaged beyond repair and when they are required by the Company or the Workers' Compensation Board:

1. Aprons
2. Hard Hats and Liners
3. Eye, Ear and Nose Protective Equipment

**Section 2:**

Where the following articles of equipment are required to be used by the Workers' Compensation Board, the Company shall, at no cost to the employee:

- i) Supply new employees with the articles of equipment as required.
- ii) Supply employees moving to another department with the articles of equipment they require and that they do not have at the time of the move.
- iii) Replace articles of equipment when those articles are presented worn or damaged beyond repair.

That is to say:

1. Aprons
2. Hard Hats
3. Eye, Ear and Nose protective equipment
4. Gloves

Notwithstanding the foregoing all articles of equipment to be replaced only when they are presented worn or damaged beyond repair; otherwise the replacement will be at the expense of the employee.

**Section 3:**

Where a Company has been supplying safety equipment and clothing at no cost to the employee on the effective date of this Agreement it will continue to do so at no cost to the employee.

**Section 4:**

The employer shall make coveralls available and maintain same for use by End Sprayers, Panel Sprayers, Oilers, Filer-Grindermen, Power House employees, and Tradesmen.

**Section 5: Caulk Boots**

Effective July 1, 1994, an employee who is required to wear caulk boots by the Workers' Compensation Board shall receive annually a caulk boot allowance of one hundred and twenty dollars (\$120.00).

- i) If he/she has six (6) months' or more seniority, or
- ii) Upon obtaining six (6) months' seniority
- iii) Seasonal layoffs shall not interfere with the qualifying period herein.



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**Guidelines:**

**Section 1 to Section 3:**

Companies should consider development of a policy designed to meet the obligations of this section in a reasonable, cost-effective manner.

Common components include:

- gloves replaced only when presented worn
- company not responsible for lost gloves
- clarify who will control glove stock et cetera.

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**Section 5: Caulk Boots**

This allowance is paid annually to employees who are **required to wear caulk boots**. A regular annual date of payment should be established at the discretion of the Company.