



May 5, 2015

To: Campus Community

From: Marvin Pratt 
Director, Environmental Health and Safety

Subject: Appropriate Protective Footwear

The purpose of this memo is to answer questions recently posed to Environmental Health and Safety (EHS) regarding protective footwear for employees.

Protective footwear is the term which OSHA typically uses to describe footwear that is required above normal everyday footwear to protect employees against electrical hazards, heat, corrosive materials, falling objects, crushing or penetrating hazards, and/or slippery conditions. The California Code of Regulations, Title 8, Section 3385, states "that employees be required to wear appropriate protective footwear when these hazards are, or are likely to be present, in the employee's work area."

It is the responsibility of the employer to provide the protective footwear to their employees. Employees include full-time, part-time, and student workers. Footwear must also be replaced when it can no longer effectively protect the foot.

In order for footwear to meet Title 8 requirements it must meet the performance requirements and specifications in American Society for Testing and Materials (ASTM) ASTM F 2413, Standard Specification for Performance Requirements. Often a two digit extension will be listed after the ASTM number e.g. -05, -11. This indicates the year of the ASTM standard. Any date after the -05 is acceptable by OSHA as meeting the requirements of the regulations.

At times, there are employees who have footwear needs only for slip resistant shoes. Most manufactures have shoes that are designated "slip-resistant", but unless they have reinforced toes, they will not carry the ASTM F 2413 designation. In the past, there was an ASTM Standard (ASTM 1677) specifically for slip-resistance, but that standard is no longer an active standard. Having said that, many manufactures will still list this standard on their products. However, the designation of "slip-resistant" should be marked on the shoe and should be what you are looking for when evaluating footwear.

For periodic work, it is possible to purchase footwear that more than one person can use, e.g. "milker boots". It is also possible to buy over-shoe protectors as long as they meet the standard. These products will also have to meet the ASTM requirements.

The Department of Environmental Health and Safety tries to host the "boot trucks" on an annual basis. These trucks are for the convenience of the employees and departments. They are not intended to be the only source of footwear available to employees, but rather a way for employees to evaluate a larger selection of manufactures in one place. Employees who are required to wear foot protection at the time of hire for the tasks they are required to perform, should not wait until the shoe vendors visit the Campus to obtain protective footwear. Look for announcements regarding the boot trucks visit to Campus.