

The North Carolina Occupational Safety and Health Act Part 1910.136 General Requirements mandates that each “affected” employee shall wear protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole and where such employee’s feet are exposed to electrical hazards.” Steel toed protective footwear must comply with ANSI Z41-1999 or ASTM F 2413-2005 requirements that provide impact and compression protection, puncture protection, metatarsal protection or electrical conductive/insulating protection. Impact protection would be required for carrying or handling packages, objects, parts or heavy tools which could be dropped or where objects might fall on the feet. Compression protection would be required when working with skid trucks, hand trucks or other equipment moving devices around bulk rolls or around heavy pipes that could roll over on employee’s feet. Puncture protection would be required where sharp objects such as nails, wire, tacks, screws, large staples, scrap metal, etc. could be stepped on by employees.

It is the responsibility of each supervisor to perform a hazard assessment of the work site. This involves surveying the work areas to determine whether employees under his or her supervision fall into the categories noted above; in addition, insure that employee purchased safety shoes comply with the ANSI Z41-1999 or ASTM F 2413-2005 ratings. One pair of safety shoes per year will be provided by the University for each covered employee. Certain categories of workers are known to need safety footwear and are listed below (NOTE: This is NOT a complete listing):

<u>Job Classification</u>	<u>When Needed</u>
Automobile Mechanics, helpers	At all times
Carpenters and helpers	At all times
Dishwashers	At all times
Electricians	At all times
Faculty, instructors	When teaching involves heavy machinery or material lifting
Grounds Workers	At all times
Housekeepers	When lifting, maintenance tasks, using heavy machinery
Laborers, Movers	At all times
Locksmith	At all times
Machine operators	At all times
Maintenance mechanics	At all times
Maintenance workers	At all times
Meat Cutters	At all times
Painters	At all times
Plumbers	At all times
Print shop personnel	At all times
Procurement personnel	At all times
Roofers	At all times
Safety & WC Office staff	When lifting, in construction, maintenance, warehouse areas
Steam plant personnel	At all times
Truck drivers	At all times
Warehouse personnel	At all times
Welders	At all times
Other Workers	When lifting, performing maintenance, using heavy machinery, on construction sites