

APPENDIX C – PROTECTIVE FOOTWEAR

Employees are expected to wear shoes that are appropriate for the duties of their employment. Sandals or other open-toe style shoes are not permitted to be worn in science classrooms; laboratories; industrial arts; graphic arts; home ec; art; gym; IT; construction sites; when working with students with special needs; when working as a caretaker or trades staff, etc.

Employees who face possible foot or leg injuries from falling or rolling objects or from crushing or penetrating materials must wear protective footwear. Those whose work involves exposure to glass, hot substances, poisonous materials or corrosive/caustic materials must have protective gear to cover exposed body parts, including legs and feet. If an employee's feet may be exposed to electrical hazards, non-conductive footwear should be worn. Manitoba Regulation 217/06 Part 6, Section 6.12.

FOOTWEAR SELECTION:

All safety footwear must conform to CSA Z195 and Z334. Footwear must be chosen based on the hazards that are present. Assess the workplace and work activities for:

- Materials handled or used by the worker.
- Risk of objects falling onto or striking the feet.
- Any material or equipment that might roll over the feet.
- Exposure to rotating or abrasive machinery (e.g. chainsaw or grinders)
- Any sharp or pointed objects that might fall onto, embed or cut the top of the feet.
- Objects that may penetrate the bottom or side of the foot.
- Possible exposure to molten metal, corrosive or irritating substances.
- Possible explosive atmospheres including the risk of static electrical discharges.
- Risk of damage to sensitive electronic components or equipment due to the discharge of static electricity.
- Risk of coming into contact with energized conductors of low to moderate voltage (e.g., 220 volts or less).
- Type of walking surface and environmental conditions workers may be exposed to (e.g., wet/ slippery surfaces, loose ground cover, smooth surfaces, temperature, wet/oily, chemicals, etc.).

FITTING SAFETY FOOTWEAR:











- Try on new boots around midday. Feet normally swell during the day. Walk in new footwear to ensure it is comfortable.
- Boots should have ample toe room. Do not expect footwear to stretch with wear.
- Make allowances for extra socks or special arch supports when buying boots.
- Boots should fit snugly around the heel and ankle when laced.
- Lace up boots fully. High-cut boots provide support against ankle injury.

FOOTWEAR CARE:

- Use a protective coating to make footwear water-resistant.
- Inspect footwear regularly for damage (e.g., cracks in soles, breaks in leather, or exposed toe caps).
- Repair or replace worn or defective footwear.
- Electric shock resistance of footwear is greatly reduced by wet conditions and with wear.
- Footwear exposed to sole penetration or impact may not have visible signs of damage. Replacing footwear after an event is advisable.



APPENDIX C – PROTECTIVE FOOTWEAR

Selection of Safety Footwear		
Marking	Criteria	Intended Application
	Green triangle indicates sole puncture protection with a Grade 1 protective toecap.	For heavy industrial work environments, especially that of construction where sharp objects (such as nails) are present.
	Yellow triangle indicates sole puncture protection with a Grade 2 protective toecap.	For light industrial work environments requiring puncture protection as well as toe protection.
	Blue rectangle indicates a Grade 1 protective toecap with no puncture-resistant sole.	For industrial work environments not requiring puncture protection.
	Grey rectangle indicates a Grade 2 protective toecap with no puncture-resistant sole.	For industrial and non-industrial work environments not requiring puncture protection.
	White rectangle with orange Greek letter omega indicates electric-shock protective footwear.	For industrial work environments where accidental contact with live electrical conductors can occur. Warning: Electrical shock resistance deteriorates with wear and in a wet environment.
	Yellow rectangle with black SD letters indicates static-dissipative footwear.	For industrial work environments where a static discharge can create a hazard for workers or equipment. Warning: This footwear should not be used where contact with live electrical conductors can occur.
	Yellow rectangle indicates sole puncture protection with a Grade 2 protective toecap. (super-static dissipative footwear)	For industrial work environments where a static discharge can create a hazard for workers or equipment. Warning: This footwear should not be used where contact with live electrical conductors can occur.
	Red rectangle with white C letter indicates electrically conductive footwear.	For industrial work environments where low-power electrical changes can create a hazard for workers or equipment. Warning: This footwear should not be used where contact with live electrical conductors can occur.
	Dark grey rectangle with M letter indicates metatarsal protection. Note: Toe protection is required for all metatarsal protective footwear.	For industrial work environments where heavy objects can hurt the metatarsal region of the foot.
	White label with green fir tree symbol footwear provides protection when using chainsaws.	For forestry workers and others who work with or around hand-held chainsaws and other cutting tools.

NOTE: Footwear will also be marked to indicate the level of slip resistance. These markings may be on the packaging, the footwear, or on a product sheet.