

# Safety Shoe Program and Acknowledgment Form

(Revised February 2024)

The College of the Holy Cross instituted a Safety Shoe Program in 1989 to ensure the safety of our eligible, regularly scheduled staff in Facilities and Dining Services to reduce the number of accidents attributable to foot-related injuries.

The College will provide a stipend annually<sup>1</sup> in February for the purchase of one pair of safety shoes, excluding open-toe and open-heel shoes, per fiscal year. The stipend will be included in the go r m { ggø"r c { ej gen'Gri kdg"go r m { ggu'y kn'tgegkxg \$95.00 for steel toe and \$75.00 for slip-resistant safety shoes. Grounds, Trades, Custodial Utility Crew, and Motor Pool must wear high-cut steel toe shoes and are eligible for two (2) pairs per year. The cost of the shoes in excess of the College stipend is the responsibility of the employee.

All eligible regularly scheduled full and part-time hourly employees who work a minimum of 500 hours per year, in the following areas are required to wear American National Safety Standard Institute (ANSI) approved steel toe boots or slip-resistant safety shoes as a condition of employment:

## **Positions Eligible for Safety Shoe Stipends**

### **Steel Toe Shoes**

Stipend Amount: \$95.00

#### **Environmental Services**

Custodial Utility Crew (2 pairs high cut)

Working Foreperson

Custodian

#### **Dining Services**

Bakery

Chef

Cook

Storeroom

Culinary Utility

**Grounds / Motor Pool** (2 pairs high cut)

#### **Power Plant**

**Trades** (2 pairs high cut)

#### **Physics**

Machinist

Sr. Lab Specialist

#### **Post Office**

Clerk

#### **Central Store**

**Hart Center Supervisors**

### **Slip Resistant Shoes**

Stipend Amount: \$75.00

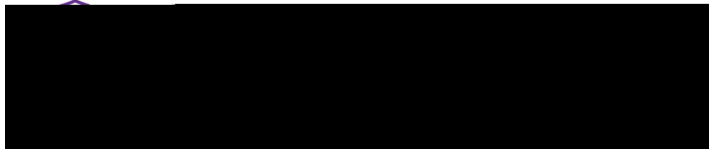
#### **Environmental Services**

Housekeeper

Sacristan

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<sup>1</sup> New hires will be provided the stipend upon hire. All employees will be provided with their annual safety shoe stipends in February. However, if a new hire begins work in February, they will only be entitled to the annual safety shoe stipend allotment. Employees who work in the Custodial Utility Crew, Grounds, the Motor Pool, and Trades will receive two stipends in February.



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