

Footwear / Weather Gear Allowance Policy

1. PURPOSE

- 1.1. To outline Cowichan Bay Waterworks District policy regarding a Footwear and Weather Gear Allowance.

2. BACKGROUND

- 2.1. The District supports the health and safety of its workers.
- 2.2. The Water Operations team requires safety footwear and weather gear in order to do their work outside in all types of weather conditions.

3. EFFECTIVE DATE

- 3.1. This policy is effective as of November 20, 2023.

4. POLICY

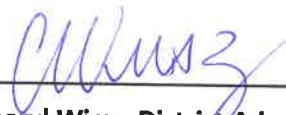
- 4.1. The Footwear/Weather Gear Allowance shall be 50% of the purchase price, including provincial and federal tax, up to a maximum of \$400 per year.
- 4.2. The Footwear/Weather Gear Allowance shall apply to safety boots, wet weather boots, rain gear and prescription safety eyeglasses.
- 4.3. The Footwear/Weather Gear Allowance shall apply to boots and gear that comply with CSA and Worksafe BC safety standards [i.e. hi-visibility yellow or orange fluorescent coats and pants, steel/composite toe footwear].
- 4.4. The Footwear/Weather Gear Allowance shall be payable upon submission of a receipt or receipts for the boots and/or gear.
- 4.5. The Footwear and Weather Gear must comply with WorkSafe BC regulations.

5. EXEMPTIONS

- 5.1. The Footwear/Weather Gear Allowance does not apply to safety gear provided by Cowichan Bay Waterworks District such as safety glasses, gloves, safety vests, ear plugs and hearing protection, face masks/shields, asbestos suits, hard hats, fall protection, confined space protection, etc. required by Work Safe BC.



Calvin Slade, Chairperson



Cheryl Wirsz, District Administrator