

RESOLUTION NO. 558⁹

AMEND RESOLUTION NO. 492 POLICY FOR FIELD EMPLOYEES TO WEAR BOOTS AND LONG PANTS

WHEREAS the East Wenatchee Water District desires to have its employees work in a safe environment and minimize the opportunity for accidents, and

WHEREAS the District wants to minimize ankle and foot injuries in the field, and

WHEREAS the District needs all field employees to be available to work around heavy equipment, heavy materials, and rough or uneven terrain at any time, and

WHEREAS any injury can cause a lost time accident and a potential claim to the Department of Labor and Industry for the injury and or lost time injury, which is a loss to both the employee and the District, and

WHEREAS the Washington Administrative Code (WAC) 296-155-212 and 296-155-200, requires foot protection with appropriate soles and minimum clothing requirements respectively, and

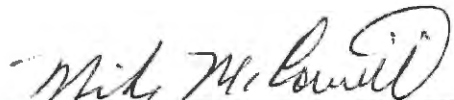
WHEREAS the Board of Commissioners have directed the Manager to develop and implement a policy for foot and leg protection for all field employees, and

NOW THEREFORE BE IT HEREBY RESOLVED the District's Board of Commissioners hereby adopt the policies and procedures for implementation of a boot wearing/long pants policy for field personnel, effective this date, as follows:

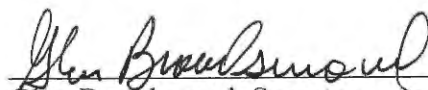
Boot Wearing/Long Pants Policy

Employees whose work does not involve being around construction equipment, installation of water pipe, vaults, valves, etc can wear leather hiking boots with adequate ankle and foot protection. All field employees will wear long pants, no shorts or capris. If management finds an employee not wearing the protective footwear, the employee will be subject to disciplinary measures and/or termination. The District agrees to consider any written exemption request to this policy, for an employee, as provided by a qualified medical practitioner. The written exemption request shall include, as a minimum, the duration of the exemption and a reason why a high or mid height leather work boot or hiking boot with or without orthotics or other insole insert will not work for the employee. While on the job, no field employee is allowed to wear tennis shoes of any kind, nor shorts or capris.

ADOPTED, by the BOARD OF COMMISSIONERS of the EAST WENATCHEE WATER DISTRICT, Douglas County, Washington at a regular meeting thereof, this 18th day of May, 2005.


Mike McCourt, President

ATTEST:


Glen Broadsword, Secretary