








IAM/Boeing Health & Safety Institute

Guidelines for Approved Safety Shoes

When purchasing & submitting a Safety Shoe Reimbursement Form, the following information serves as primary criteria for determining if purchased shoes/boots meet reimbursement category approval.

Categories	Definition	Example's Only (Mens)	Additional Details
Steel-toed Shoes	Metallic toe cap shoe that meets or exceeds ANSI compression and impact test requirements.	Brand: Shoes For Crews Style: 8089  Brand: CAT-Burlington Style: 94043-709 	Numerous models & styles available. Visit with a SHEA rep., approving manager, safety or monitor/shop steward regarding which products best protect in your work area.
Composite-toed Shoes	Sometimes referred to as a "tech toe" lightweight, non-metallic toe cap that meets or exceeds all six ANSI safety standards.	Brand: Iron Age Style: 608  Brand: HYTEST ID:13106 GORE-TEX SEMC 	Shoes/boots of this nature provide toe protection yet reduces concerns associated with electrical and cold temperature work conditions.
Non-Skid Sole Shoes	See Non-slip, Slip Resistant Sole Shoes	Brand: WORX Style: 5597  Brand: Nautilus Skidbuster Style: S105 	See Non-slip, Slip Resistant Sole Shoes
Chemical-Resistant Shoes	Footwear made of rubber, vinyl or plastic & having synthetic stitching. Designed to keep hazardous chemicals from penetrating the shoe/boot.	 Brand: Bata Hazmax Style: 145-4226 Brand: Lehigh Style: 1108 	Shoes should be resistant to chemicals commonly used in your job or work area. Shoe design must protect the entire foot for chemical resistance beyond just the shoe's sole.
Non-Slip Slip-Resistant Sole Shoes	Non-slip, slip resistant sole shoes. Shoes with tread design characteristics that most effectively resist slippage where conditions may exist for accidents.	Brand: Dr. Martens Industrial Series: 8836  Brand: Carolina Style: Regent (Slip-on) 	Shoes can <u>only</u> be slip resistant and never non-slip. Under some conditions slips are unavoidable. No one sole design is best for all conditions. Must be slip/skid resistant per ANSI Standards.
Anti-Static Static Dissipative Shoes	Reduces the accumulation of excess static electricity. Commonly used in electronically sensitive areas.	Brand: Red Wing Style: 8662  Brand: Hush Puppies Style: 30201  Pro static dissipative + steel toe	Designed for employees who work with sensitive electronics or highly flammable products. Static electricity discharge can lead to dangerous situations or damage sensitive parts.
Metal Chip Resistant Shoes	Also referred to as puncture resistant. Corrosion resistant stainless steel mid sole. Withstands punctures up to 270 lbs. of force.	Brand: Lehigh Style: 1115  Brand: WORX Style: 9245 + Slip Resist. + Steel Toe 	Preventing injuries from shoe sole punctures is most critical feature. Puncture, cut and tear resistance is important for shoe /boot upper as well.

Note: The intent of the language in Article 16.4b of the 2002 Collective Bargaining Agreement between the IAM and Boeing is to further the longstanding commitment to individual employee safety and regulatory compliance. Appropriate personal protective equipment and safety devices such as safety shoes in the above categories should help our joint pursuit of an injury-free workplace. Safety shoes that qualify for reimbursement are intended to be of an industrial grade nature. In general, tennis shoes and/or casual style shoes that are not steel or composite-toed, **WILL NOT** qualify as "approved" safety shoes. If such shoes are advertised by the manufacture as non-slip or non-skid or slip/skid resistant per ANSI standards they may qualify as reimbursable. Such approvals will be made on a case-by-case basis. Neither the Boeing Company nor the HSI is recommending or endorsing any particular brand or model of safety shoes/boots.