Menasha

MEMORANDUM

DATE: June 12, 2014

TO: PERSONNEL COMMITTEE

FROM: PAMELA A. CAPTAIN

RE: PRESCRIPTION SAFETY GLASSES

As part of the union contract for Local 1035, the City of Menasha previously provided reimbursement to employees who required prescription lenses and who were required to wear safety eye glasses as follows:

Safety Glasses. Any employee who is required by the Employer to wear safety glasses shall be provided with non-prescription safety glasses by the Employer. If said employee requires corrective lenses, the Employer shall reimburse the employee up to $150.00 towards the cost of the corrective glasses every two (2) years.

Employees have inquired about continuing this reimbursement.

REQUEST: Amend the Safety Manual, PERSONAL PROTECTIVE EQUIPMENT, Section 7.06 Eye and Face Protection to allow employees who are required to wear safety eye glasses and who require corrective lenses an option to wear prescription safety eye glasses (with side protection) and to provide reimbursement to the employee up to $150.00 towards the cost of the corrective glasses not more than once every two (2) years.

For your convenience, a copy of the current applicable Safety Policy is attached.

BUDGET: Approximately $1,000 is expected to be budgeted each year to cover the cost of this reimbursement.

7.05 Respiratory Protection

Respiratory protection shall be in accordance with the Respiratory Protection Section in this manual.

7.06 Eye and Face Protection

This program complies with OSHA 29 CFR 1910.133 Standard for Eye and Face Protection. Suitable eye and face protection shall be worn when there is a potential for exposure to the eyes or face from flying particles, molten metal, chemicals, gases, vapors or potentially injurious light radiation. Side protection is required when there is a hazard potential from flying objects. Clip on side shields would be acceptable.

Eye protection shall be durable, comfortable and easily cleanable. Persons whose vision requires the use of corrective lenses and who by the nature of their job duties require eye protection shall wear prescription safety rated glasses with side shields or other affective slip over type eye protection with side protection.

Use of safety glasses is mandatory in the following areas:

A. DPW vehicle maintenance shop
B. Wood Shop

Four general classes of eye and face protection:

A. Safety eye glasses
B. Face shields
C. Goggles
D. Welding helmets

The following information obtained from the National Safety Council should help in determining what equipment should be selected for particular job tasks:

Protector Type

A. Spectacles, semi flat-fold side shield
B. Goggles, flexible fitting, regular ventilation
C. Goggles, flexible fitting, hooded ventilation
D. Goggles, cushioned fit, rigid body
E. Welding goggles, eyecup type, filter lenses
F. Chipping goggles, eyecup type, clear lenses
G. Face shield, plastic or mesh window
H. Welding helmet, stationary window or lift front window

For contact with:	Operation	Hazards	Protectors
	Chipping, grinding, machining, masonry, sanding	Flying fragments, flying objects, chips, particles of dirt	A, B, D, F
Heat	Welding	Sparks	A, B, C, D, F
		High Heat exposure	B, G
		Splashes	B, G

Chemical	Acid & Chemical Handling	Splashes, irritating mists, smoke, fumes or vapors	C, D, G
Dust & Mist	Woodworking, sanding, general dusty conditions	Dust	C, D, F
		Filter Shade	
IR / UV Radiation	Electrical arc welding / plasma torch	10-14	H
	Gas welding	4-8	E, H
	Cutting	3-6	E, H
	Glare	1	E
	Torch soldering	1.5-3	E

7.07 **Hearing Protection (refer to Hearing Conservation Section in this manual)**

7.08 **Head Protection**

This program complies with OSHA Head Protection Standard 29 CFR 1910.135. Head protection shall be worn in areas where there is a potential for injury to the head from impact, flying or falling objects or electrical shock and/or burns. It shall be assumed that these hazards exist anytime employees work under other tasks (i.e. ladders, scaffold, grates) which may allow tools or materials to fall.

Helmets shall effectively protect the employee as follows:

- ❑ Resist penetration of falling objects
- ❑ Absorb the shock of a blow to the head which are in two types
  - **Type 1** – Helmets intended to reduce the force of impact resulting form a blow only to the top of the head.
  - **Type 2** – Helmets intended to reduce the force of impact resulting from a blow which may be received off center or to the top of the head.
- ❑ Be water resistant and slow burning
- ❑ Have an adjustable suspension and head band.
- ❑ Certain hard hats are also resistant to electrical shock- manufacturer specifications must be consulted if electrical shock is also a hazard.
- ❑ All hats should meet the following standard:
  ANSI standard Z89-1986 (sticker or stamp found inside the helmet)
  Electric shock resistant helmets must comply with ANSI Z89.2-1971.

7.09 **Foot Protection**

This program complies with the OSHA Standard for Foot Protection as found in 29 CFR 1910.136. Foot protection shall be worn when there is the potential for injury to feet from falling or rolling objects, objects piercing the sole of the foot, electrical hazards, hot surfaces and slippery surfaces. Safety shoes are required for all employees in the following departments:

A. Engineering – as needed based on job task.