



SOP 15-20CW July 28, 2020

Non-Slip/ Slip Resistant Shoe Policy & Benefit Program

Policy:

It is required for all Price Enterprises, Inc. employees to wear non-slip/ slip resistant shoes at all times on the car wash facilities. This is for the safety of all employees. The car wash is a work environment that has constant moisture, wet, and slippery surfaces that are prone to slips and falls if not wearing the proper footwear. A slip-resistant sole is imperative and will help keep you safe.

Employees may use their own shoes if they choose to, but the shoes must be approved by management. Price Enterprises, Inc. also offers employees the Slip Resistant Safety Shoe Benefit program which provides the participating employees with a pair of slip resistant shoes.

Employee Slip Resistant Safety Shoe Benefit program:

In an effort to better protect all Price Enterprises, Inc. employees and create a safer working environment, Price Enterprises, Inc. has an Employee Slip resistant Safety Shoe Benefit program. The benefit offers a pair of slip resistant safety shoes to employees provided by Price Enterprises, Inc.

These shoes will only be worn during the employees work shifts at Price Enterprises, Inc. and shall not be worn for any other occasions. These shoes will be worn at all times on the car wash facilities. The employee is responsible for the care and maintenance of the shoes.

If the employee's employment ends before completing their orientation period of 90 days, the entire cost of the shoes will be deducted from their final paycheck. If employment is terminated or shoes are lost/ damaged before the completion of one year, a prorated portion of the cost of replacement shoes will be deducted.

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Three shoe features to determine if a shoe is slip resistant:

1. Outsole (bottom of the shoe) design:
 - a. Most important part of shoe when it comes to traction and stability.
 - b. This is the portion of the shoe that makes contact with the ground.
 - c. Significantly impacts how well the non-slip footwear can achieve grip.
 - d. Make sure your outsole has maximum contact with the floor. The greater the surface area pushing against the ground, the more grip your shoes will give you.
 - e. Rounded edges allow water, oil, and other liquids to escape from under the shoe more easily than flat edges.
 - f. Grooves on the outsole of the shoe enhances the flow of liquids and promotes the flow of water out from under the base of the shoe.
2. Material:
 - a. Slip-resistant footwear should be soft, pliable, and versatile. This will help with grip. Hard or stiff shoes tend to have poor grip.
 - b. Shoes are made in many different materials, check the material of the outsole part of the shoe. The best for non-slip/ slip resistant are:
 - Rubber (Preferred) – Able to provide grip even when exposed to oil and water.
 - Polyurethane
 - Nitrile
 - PVC
 - Nitrile
3. Tread pattern:
 - a. Tread helps increase the surface area of the sole (under area of shoe) and help against uneven surfaces to prevent slipping.

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- b. It is best to have an open tread pattern to help disperse water when moving on wet floors. Tread pattern should be spaced out, not close together.
- c. The tread pattern should be interlocked. It's recommended to have patterns with circular shapes, this allows water, oil, and other liquids to flow easily through gaps in the shoe.
- d. Replace shoe when you notice the grooves start to wear down making it less effective at preventing slips or falls.

Purchase Slip-resistant shoe online:

1. Shoesforcrews.com
2. Skechers.com

Purchase Slip-resistant shoe locally:

1. Work Shoe Hawaii
401 Waiakamilo Rd #102, Honolulu, HI 96817
(808) 945-9675
2. SKECHERS Factory Outlet
94-792 Lumiaina St, Waipahu, HI 96797
(808) 680-9711
3. Walmart Mililani
95-550 Lanikuhana Ave, Mililani, HI 96789
(808) 623-6744

Ricky e Price

Ricky E. Price
Owner/Chairman

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Employee Slip Resistant Safety Shoe Benefit

I acknowledge that I have received, read, and understand the Non-slip/ Slip resistant safety shoe policy and will be participating in the Slip Resistant Safety Shoe Benefit program.

Shoe Type: _____ Size: _____ Admin Initial: _____

These shoes will only be worn during my work shifts at Price Enterprises, Inc. and shall not be worn for any other occasions. These shoes will be worn at all times on the car wash facilities.

I understand that I am fully responsible for the care and maintenance of the shoes provided to me.

If my employment has ended before I complete my orientation period of 90 days, the entire cost of the shoes will be deducted from my final paycheck. If my employment is terminated or shoes are lost/ damaged before the completion of one year, a prorated portion of the cost of replacement shoes will be deducted.

Employee Name

Employee Signature

Date





Employee Slip Resistant Safety Shoe Policy Acknowledgement

I acknowledge that I have received, read, and understand the Non-slip/ Slip resistant safety shoe policy and will not be participating in the Slip Resistant Safety Shoe Benefit program.

I will be providing and using my own shoes that meet the Non-slip/ Slip resistant policy criteria and have been approved by management. I understand that I must wear the approved shoes at all times on the car wash facilities.

If the approved shoes are replaced, I will get managements approval for the replacement shoes.

Shoe Type: _____ Shoe Brand: _____

_____ Admin Signature

_____ Date

_____ Employee Name

_____ Employee Signature

_____ Date

