

TRMI Footwear Policy

Purpose

To better protect our employees and create a safer working environment, TRMI has implemented a Footwear Policy. The specific requirements and corrective actions for this policy is specific to TRMI Tire Technicians and is in addition to the safety related rules contained the TRMI Tire Employee Handbook.

Responsibilities

- Technicians are responsible for purchasing a pair of Slip Resistant Work Boots/shoes from [SR Max](#) within 30 days of start date, then once every 12 months.
 - Tire Rack Mobile Installation will reimburse up to \$100.00 annually.
 - Any additional cost will be covered by the employee.
 - Any returns will be handled by the employee through SR Max.
- Management will monitor compliance on a weekly basis in the WVIR (Weekly Vehicle Inspection Report)

Requirements

- Technicians are required to wear slip resistant footwear during their shift.

Safety Policy Violation and Corrective Action

Failure to follow TRMI Footwear Policy will be considered a Group 1 Safety violation.

Corrective Action:

- First Violation: Documented Verbal Warning
- Second Violation: Written Warning
- Third Violation: Written Warning with three (3) day suspension
- Fourth Violation: Discharge

Link to SR Max: <https://www.srmax.com/tirerack/storelogin>