



# ILA-USMX Joint Safety Committee

OSH Circular 2013-04 [03 July 2013]

## WORK CLOTHES

Recently, management and labor interests at several ports have asked the ILA-USMX Joint Safety Committee (JSC) for its recommendations regarding what marine cargo handling industry personnel should be wearing in the way of basic work clothing. Although the usual questions about work shoes and protective headwear were front and center, the Summer months have prompted lots of questions about shorts. That's quite natural and perfectly understandable.

### WE COMPLETELY UNDERSTAND!

Although all members of the JSC contribute in the development of OSH Circulars like this one, the guy writing this one happens to wear shorts 12 months a year. Hell, he snow blows his driveway wearing shorts! He, like each of the other members of the JSC, enjoys wearing shorts. Each of us appreciates that shedding clothing helps a bit in our attempts to keep cooler during the hot Summer months. We do not wear shorts, however, while at a marine terminal; there's a good reason for that.

### THE LAW and OUR RESPONSIBILITY

The Occupational Safety & Health Act of 1970 puts a lot of weight on "*the employer*", in terms of ensuring that a safe and healthful workplace is maintained for "*the employees*." Employers must make certain that all occupational hazards are considered and that appropriate action is taken to "*abate*" those hazards. If the employer fails to do so, he's laid open to OSHA citations and to civil fines.

If an OSHA inspector observes an employee in a work environment (even for just a minute) being exposed to a laceration, abrasion, contusion or burn hazard to the legs (owing to the fact that the worker is wearing shorts and not long trousers), the employer can be considered "*in violation*" of the OSHA law and thus a prime candidate for a citation and a civil fine.

Employers, as a consequence, are permitted to implement and enforce a workplace policy that requires workers to wear long trousers whenever there is even a small possibility that a worker may be exposed to contusions, abrasions, burns, lacerations, etc. of the lower extremities.

It's not rocket science and it makes good sense. Wear pants when required to..... **If each and every longshore worker in Miami can do it, so can you!**

### Working Together For The Benefit Of All

# All Waterfront Employees

When you protect yourself, you protect your family and your fellow workers.

No Headphones  
No Cellphones  
No Shorts  
No Sneakers  
No Tanktops

“Safety is everybody's business”

