



## Pacific Maritime Association

Accident Prevention Department  
475 14<sup>th</sup> Street, Suite 300  
Oakland, California 94612

# SAFETY BULLETIN 03-2025

July 1, 2025

2025 – 2026 Safety Shoe Policy & Program

**SAFEGUARD THE CERTIFICATE, AS YOU WOULD CASH. IT MUST BE PRESENTED INTACT AND UNALTERED TO OBTAIN SHOES.**

Information:

In 2023, the Safety Shoe Policy was amended to provide up to \$325 per year for the purchase of safety footwear. PMA has contracted with Red Wing Shoe Company to act as the safety shoe distributor for this program. Red Wing has a network of over 100 retail store outlets in the PMA area. They feature “Red Wing”, “Irish Setter” and “WORX” brands that together have a large selection of styles.

**This Safety Bulletin outlines the updated 2025 Safety Shoe Policy & Program.**

Enclosed for each qualified ILWU-PMA Longshore person under this agreement is a personalized, serialized Red Wing certificate for a \$325 credit toward the purchase of ASTM F2413-24 safety shoe(s) from a participating Red Wing retailer. The certificate may be used at any of the over 100 authorized Red Wing retailers.

Red Wing Program:

Take this certificate to a Red Wing retailer and turn in the certificate towards the total amount of the shoe purchase (shoe price plus taxes if any). If the purchase exceeds \$325, then the longshore buyer is responsible for the extra cost over \$325. There is **no payroll deduction associated with this program**. If the purchase price (shoe cost plus taxes) is less than \$325, the longshore person has the option to apply the balance toward the purchase of additional safety shoes during the same or later visit. There is also an option to buy online. In the event the entire \$325 allotment is not fully used, the remaining balance is tracked by PMA, and is available for reimbursement until June 30, 2026. Please review the following FAQ section. Any unused balance will be forfeited after June 30, 2026. Do not try to use the certificate in a non-Red Wing. ONLY participating Red Wing retailers and the Red Wing Online Site can honor the certificate. See attached list of retailers for your area.

### Specially Designed Footwear:

The joint agreement also provides for a REIMBURSEMENT PROGRAM for persons with medically diagnosed physical foot problems that require special footwear. If a longshore worker has special orthopedic shoe needs, then they must first get a prescription from their physician. They may then buy ASTM F2413-24 orthopedic safety protective footwear. They are to take the doctor's prescription, plus the Red Wing certificate, plus the receipt for their shoes which must include the shoe size on the receipt, plus the shoes to the local Joint Port Labor Relations Committee (JPLRC). This request is subject to verification. Upon approval, the person will be reimbursed for their orthopedic safety shoes. The Red Wing certificate must be turned in unused and unaltered to be eligible for this program.

### Remote Ports:

The joint agreement provides for longshore persons to be reimbursed for the purchase of safety shoes by a Joint Port Labor Relations Committee if there are no approved safety shoe vendors available in their area. Red Wing has assured PMA that through their network of over 100 retailers in the PMA port areas, they will have sufficient coverage.

### Reimbursement Program:

If longshore workers in these remote ports buy ASTM F2413-24 safety protective footwear from a vendor other than Red Wing, they may apply for reimbursement from a local Joint Port Labor Relations committee. They must present the Red Wing certificate, plus the receipt for their shoes which must include the shoe size on the receipt, plus the shoes themselves to a local Joint Port Labor Relations Committee. Upon approval, the JPLRC will submit a request for reimbursement through PMA accounting offices. The person will be reimbursed for their safety shoes within 14 days of approval. The Red Wing certificate must be turned in unused and unaltered to be eligible for this program.

### Safety Shoe Allowance Cycle:

The period for the JPLRC reimbursement program begins July 1, 2025, and ends June 30, 2026.

## Frequently asked Questions and Answers:

**Q** - When and where am I required to wear safety shoes?

**A** - Under the Pacific Coast Marine Safety Code, rule 612 (c) states: Approved safety shoes shall be worn by all employees working in the terminal operating environment.

**Q** - What is the biggest change to this year's program?

**A** - You now can order footwear online from Red Wing and have them shipped to your home or pick them up in store. See details on your certificate. You must have your code from the Certificate to log in.

**Q** - What happens if I lose my certificate?

**A** - You will have to apply to the local Joint Port Labor Relations Committee for a new one. There will be a delay of about one month while the old certificate is cancelled and the system is checked to ensure that it hasn't been used. **The deadline to turn in a request for a lost certificate is Wednesday, June 03, 2026.** You must have a valid current (W-4) address on file with PMA for receipt of the certificate.

**Q** - If I lost my paper certificate, can I just walk into a Red Wing store?

**A** - Yes. If you lost your paper certificate that was received in the mail you can visit participating Red Wing retailers by June 30, 2026. The retailer can research your certificate history if you show your valid government issued photo identification (driver's license, TWIC).

**Q** - Where can I obtain the "Lost Shoe Replacement" form to request a replacement certificate?

**A** - You may stop by one of PMA's local offices or go online <http://www.pmanet.org/> click on the heading entitled "Longshore" then "Safety Shoe Forms".

**Q** - What happens if I did not use the entire \$325 shoe allowance in one purchase?

**A** - Any remaining balance under \$325 is available for reimbursement until June 30, 2026. Red Wing retailers will track the remaining balance. Individuals can also contact their local PMA office if their safety shoes purchased were less than \$325. Individuals with a credit balance only have until June 30, 2026, to submit a receipt for another pair of safety shoes to PMA and will be reimbursed for an amount up to the remaining credit.

**Q** - How do I request safety shoe reimbursement through PMA for shoes not purchased at a Red Wing store?

**A** - If longshore workers buy ASTM F2413-24 safety protective footwear from a vendor other than Red Wing, they may apply for reimbursement from a local Joint Port Labor Relations committee. They must present the Red Wing certificate, plus the receipt for their shoes which must include the shoe size on the receipt, plus the shoes themselves to a local Joint Port Labor Relations Committee. The Red Wing certificate must be turned in unused and unaltered to be eligible for this program.

**Q** - When can I use my certificate?

**A** - Immediately on receipt at any of the participating Red Wing retailers until June 30, 2026.

**Q** - Can I buy more than one pair at a time when I shop online?

**A** - No. For online sales, you can buy one pair at a time. Once the order processes which is normally in 2-3 days, you can then go back online to order a second. You could also visit a participating retailer to make the second purchase. You can buy multiple pairs at one time at the retail stores.

**Q** - Can I buy from a in-store Red Wing retailer and online?

**A** - Yes, you can use the certificate both at retailers and online.

**Q** - Is shipping free when I order online?

**A** - Yes.

**Q** - If I need to return footwear that I purchased online what is the process?

**A** - You can return footwear that you purchased online to any Red Wing store.

**Q** - Can I payroll deduct the amount over \$325 purchased at the Red Wing store?

**A** - No. There is no payroll deduction associated with this program. If you go over the \$325 amount with your purchase, the extra must be paid for by you at the time of sale.

**Q** - What if Red Wing doesn't have the shoe I want to purchase in stock?

**A** - Red Wing will measure you for that shoe and will ship it directly to your home.

**Q** - Can I use the \$325 to buy safety shoes for someone other than myself?

**A** - No. Shoes will only be sold that fit the foot of the certificate holder.

**Q** - Can any certificate credits be carried over to next year?

**A** - No. This program runs year-to-year. If you don't use your certificate by June 30, 2026, it expires.

**Q** - When do I get next year's certificate?

**A** - The program will run year-to-year ending on June 30, 2026. The next year's certificates will be issued in August 2026.

**Q** - What happens if the Red Wing, WORX or Irish Setter shoes have a defect such as sole separation?

**A** - Take the shoes back to the store they were purchased from. The Red Wing retailers have been instructed to properly address any defects.

**Q** - Can I use my certificate at a Red Wing store and also buy a pair of safety shoes at a non-Red Wing store that same year?

**A** - No. You have one choice per certificate year. You can use the certificate at a Red Wing store, or you can use the reimbursement program. You cannot utilize both in the same year.

**Q** - What is the main reason for not receiving your certificate?

**A** - Having an inaccurate address on file with PMA. It's your responsibility to make sure PMA has your current address. Remember, you must submit a W-4 "Change of Address Form" whenever you move.

**Certificates are mailed to your W-4 address on file with PMA. No other address will be accepted.**

The post office will not forward shoe voucher envelopes, even if you have arranged mail-forwarding with the post office. You must have a valid address on file with PMA Payroll.

**Q** - Who can I email about safety shoe policy questions?

**A** - Questions related to the safety shoe policy can be directed to: [PMAShoes@pmanet.org](mailto:PMAShoes@pmanet.org)

**Q** - How can I check my address on file with PMA?

**A** - You can call PMA Payroll at 1-888-PMA-1234.

**Q** - Does Red Wing have a website that displays all their products?

**A** - Yes, that site is: [pma.redwingsafety.com](http://pma.redwingsafety.com)

***We Get Home Everyday***