

Document Health & Safety	Published 11/15/2022	Valid for Escanaba Mill
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Winter Walking Policy

SCOPE

It is the policy of the Escanaba Mill that all mill team members who enter and exit the mill and perform duties outside of the mill shall comply with this policy. In emergency situations, this policy does not apply. Example: emergency evacuation.

INTENT

The purpose of the Winter Walking Policy is to mitigate the hazards associated with slippery outdoor surfaces caused by ice and snow. This policy is designed with multiple elements to form a comprehensive approach in managing snow and ice.

DEFINITIONS

Ice Cleats: a footwear attachment with small spikes underneath. They are used to avoid sliding on slippery surfaces like ice and snow. The ice cleats are attached to footwear with either rubber straps on the heel and toes that covers the whole sole or a single strip over the foot.

Winter Walking Conditions: Walking conditions that are considered hazardous due to existing snow/ice, or the expectation of ice formation due to changing weather. In addition, significant snowfall, high winds, and other weather-related events will be taken into consideration when making this determination.

Ice Rated Shoes or Boots: Ice rated shoes and boots at the Escanaba Mill are those manufactured with ice gripping technology treads designed for winter/slippery conditions; ex, Vibram Arctic Grip soles.

SNOW AND ICE REMOVAL

The primary means of risk mitigation in these situations are snow removal and sand and salt distribution.

Salt/sand barrels and shovels are strategically placed around the mill prior to the winter months. They are both inside and outside the mill near sidewalks and exit doors.

Team members can take action to prevent injuries by utilizing the ice/sand barrels to distribute the salt/sand on an area that is covered with ice. Shovels shall be used to remove snow from all walkways and entrances/exits (pedestrian doorways) throughout the facility. This is the responsibility of the people working in each area.

If the salt/sand barrels are empty or are running low, team members can notify Loss Prevention to have barrels refilled. Shovels can be replaced by making a storeroom reservation.

SAFE WALKING GUIDANCE & PATHS

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The most effective way to prevent slips on ice and snow is to avoid walking on them by utilizing safe walking paths. Team members shall utilize indoor walking paths whenever possible to prevent exposure to icy and snowy walking surfaces.

When walking in icy and snowy conditions, team members shall take the following precautions:

- a) Wear shoes that have soles that are in good condition.
- b) Wear ice cleats or wear ice rated shoes or boots.
- c) Utilize sidewalks where available.
- d) Observe the walking surface and walk cautiously.
- e) Avoid walking on ice or snow whenever possible.
- f) Take smaller steps and move slower than normal.
- g) Maintain three points of contact when entering and exiting a vehicle whenever possible.

PARKING LOT

Team Members walking or working on the mill property, including the parking lots shall wear ice cleats during the winter months when hazardous and/or icy conditions are present. This will be based on the current weather, parking lot, and working surface conditions.

PERFORMING WORK OUTSIDE

Team Members that are required to go outside in the winter (whether walking to/from an area or working outdoors) shall wear ice cleats during the winter months or ice rated shoes or boots when hazardous and/or icy conditions present. This will be based on the current weather conditions. Ice rated shoes or boots must be stamped/comply with the American Society of Testing Materials (ASTM) F2416-18 standard if they are being used in operating areas. Close-toed/closed-heel non safety toed ice rated shoes can be worn to and from parking lots.

An area outside the mill can be designated as a non-ice cleat area for special events or projects. An area can only be designated after it is cleared of all snow/ice and salted/sanded where needed.

If ice cleats create more of a hazard to perform certain tasks, then they should not be worn to perform that task (a discussion must take place with the team member's supervisor). Example: certain styles of ice cleats can get caught in metal grating or create a slip hazard on smooth surfaces. A different style of cleat may be safer for certain tasks.

TYPE OF ICE CLEATS

Ice cleats fall into different categories:

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- a) Full boot ice cleats are for people walking intermittently between ice and snow and indoor conditions. The ice cleats are a compact, lightweight industrial strength ice and snow walking device that fits over all types of shoes and boots. They are extremely easy to use and can be put on or taken off in seconds. Because of their light weight, the ice cleat is virtually inconspicuous on the user's foot.



The Storeroom SAP material numbers and sizes are shown here:

Size	Men	Women	SAP #
S	5 - 6.5	7 - 8.5	101582906
M	7 - 9	9 - 11	101365526
L	9.5 - 11	12+	101365525
XL	11.5 - 13	N/A	101365524



- b) Mid-sole ice cleats are designed to fit traditional heeled work boots and shoes that have a defined heel. Adjustable straps (high-visibility orange) are easy on and off. This lightweight, versatile, anti-slip traction aid significantly reduces slips and falls in icy conditions. These cleats are easy to fit and wear. Users can operate vehicles and perform most regular duties while on the job. Cleats can be rotated up or down as needed.



The SAP material number is 101584264 (one size only).

- c) Mid-sole low profile cleats are designed for shallow arch work boots and shoes that do not have a defined heel. Adjustable straps (high-visibility orange) are easy on and off. This lightweight, versatile, anti-slip traction aid significantly reduces slips and falls in icy conditions. These cleats are easy to fit and wear. Users can operate vehicles and perform most regular duties while on the job. Cleats can be rotated up or down as needed.

The SAP material number is 101643994 (one size only).

- d) Boots with built-in ice cleats can be worn if they are in good condition and the ice cleats are made of an anti-slip, hard material. These may be work boots or an over-boot style (meant to wear otop of another shoe/boot). These are not available in the Storeroom and must be approved by the Safety Department.

The styles and models that are available in these categories can change based on how well they perform, availability, and new technology that arrives on the market.

Ice cleats and ice rated shoes and boots can be an effective tool in reducing the likelihood of slipping and falling on ice. However, they are not perfect, and the following are examples of when their performance may be reduced.

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- Material that builds up (snow, dirt, mud, ice) on the bottom of the shoe/boot can reduce the ability for the cleat or ice rated shoe and boot to contact the ice, reducing traction.
- Ice that is very hard (clear) and dry can reduce traction.
- Smooth ice that is covered with a fine layer of dust or wood fines can increase the likelihood of slipping, even with ice cleats or ice rated shoes and boots on.

Ice cleats and ice rated shoes and boots, like all footwear, need to be replaced when worn out and no longer effective due to wear and tear.

TRAINING

All Escanaba team members will receive initial notification of this policy and annually in the VLC. Likewise, new employees will receive notification during orientation and annually in the VLC.

Shovel Selection Chart

- a) [Click here to access the Shovel Selection Chart](#)