

# Nurse's Request for Reimbursement for Safety Footwear Fails



A registered nurse bought safety boots and asked the employer to pay him \$100 as reimbursement for their cost. The hospital refused, noting that nurses aren't required to wear safety footwear when performing their normal duties. The union filed a grievance. The arbitrator said the collective agreement clearly provides for reimbursement for workers only when 'safety footwear is required.' Safety shoes aren't required for nurses nor is there any evidence that they should be required, such as a history of foot injuries. Thus, the nurse wasn't entitled to reimbursement [*Waypoint Centre for Mental Health v. Ontario Public Service Employees Union, Local 329*, [2013] CanLII 34402 (ON LA), June 12, 2013].