Chapter 12
Employee Safety

Section 20  Prescription Safety Eyewear Reimbursement Policy:

A. **Purpose**: To establish requirements and responsibilities for obtaining reimbursement for prescription safety eyewear.

B. **Policy**: Employees who are assigned duties which are potentially hazardous to the eyes are required to wear safety eyewear. Potential eye hazards include operations that:

1. Produce flying particles, such as those created when using machining equipment or portable power tools.

2. Involve the handling of hazardous liquids, for example, chemicals, plating baths, or epoxies where there is a potential for a chemical splash hazard.

3. Involve exposure to intense light, such as working with UV or lasers.

4. Produce molten metal by welding or brazing.

5. Produce an electric arc, such as by grounding a charged capacitor.

6. Involve potential exposure to electrical arc flash.

7. Use pressure systems, such as compressed air or hydraulic systems.

8. Involve exposure to cryogens.

C. **Eligibility**:

1. The employee must be a regular employee in a full or part-time allocated position and eligible for County benefits.

2. The employee’s job duties must require safety eyewear in order to perform his/her employment responsibilities.

D. **Safety Eyewear**:

1. Departments will provide and pay for safety eyewear meeting the requirements of ANSI Z87.1 Departments may also be required to provide and pay for face shields and/or goggles.
2. The County will provide an allowance for prescription safety eyewear for employees who are required to wear safety eyewear in order to perform his/her employment responsibility and also require vision correction.

E. Allowance for Prescription Safety Eyewear:

1. Employee is responsible for obtaining their vision prescription. They can use their own health care vision program or flex spending program if available, or their own money.

2. Reimbursement of 50% of cost up to $100 maximum for prescription safety eyewear (including cost associated with fitting and dispensing fees).

3. Employees are eligible for an allowance once every 24 month period.

4. Employees can use any vision provider to obtain prescription safety eyewear. However, employees can receive State of Wisconsin discounts through participating providers - obtain list of providers from Employee Resources Department along with prescription eyewear order form (Appendix A).

5. Employees must get ANSI Z87.1 prescription safety eyewear.

6. Employees must get side shields; can be permanently affixed or removable side shields.

7. Employee must save receipt and submit completed and signed “Request for Reimbursement” form to Employee Resources Department (Appendix A).

F. Replacement for Damaged Prescription Safety Eyewear:

1. Repair/replacement will be provided if employee has a workplace accident/injury which entitles the employee to medical treatment or payment of compensation. If an employee merely slips and prescription safety eyewear drops to the floor and breaks, but no personal injury results to the employee, there will be no reimbursement for damage to safety eyewear; unless employee has not received an allowance during the past 24 month period.
APPENDIX A
MARATHON COUNTY
PRESCRIPTION SAFETY EYEWEAR REIMBURSEMENT

Eligible employees can use any vision provider to obtain prescription safety eyewear. However, employees can receive State of Wisconsin discounts through participating providers - - obtain list of providers from Employee Resources Department along with prescription eyewear order form.

Employee’s Name

Employee #

Job Title

The above employee is required to wear safety eyewear in order to perform his/her employment responsibilities and therefore is eligible for reimbursement of 50% of cost up to $100 maximum for prescription safety eyewear once every 24 month period (including cost associated with fitting and dispensing).

Supervisor’s Signature

Date

Print Name

Submit completed form to the Employee Resources Department along with original receipt which reflects the prescription safety eyewear meets the requirements of ANSI Z87.1 Standard.