

South Carolina Department of Labor, Licensing and Regulation  
Division of Labor  
Office of Occupational Safety and Health  
Columbia, South Carolina 29211

**OSH Program Directive Number 75-1910.132-1**

**Subject:** Financial Obligation for Protective Shoes.

**Standard:** Article VI, Section 1910.132 (a), Rules and Regulations,  
Commissioner of Labor, State of South Carolina.

**Cross Reference to  
Federal Standards:** 29 CFR 1910.132 (a).

**Background:** This program directive clarifies the financial liability for the cost of protective shoes under the South Carolina Occupational Safety and Health Laws.

**Interpretation:** The requirement of Article VI, Section 1910.132 (a) that protective footwear be provided, used and maintained in sanitary and reliable condition whenever necessary does not impose on employers the duty to provide or pay for such footwear. Who shall be liable for the cost of protective shoes is not a proper subject for determination under the OSHA Act. It is rather a matter which must be privately resolved by the employer and his employees, although the employer will be cited if such protective footwear is not worn by employees in situations requiring such protective footwear under the Rules and Regulations of the Commissioner of Labor.

**Effective Date:** This instruction is effective upon receipt and will remain in effect until cancelled or superseded by amendment to the Regulation or program directive.

Robert C. Parks, Director  
Division of Occupational Safety and Health  
May 9, 1975