



Advisory # 2022-A-064

Subject: Enforcement Action to Directive #2022-D-008 Safety Personal Protective Equipment Working Airside

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As a follow-up to support Directive #2022-D-008, this advisory outlines the PPE Enforcement Procedure that will be utilized to strictly enforce the requirements of the Directive. This enforcement will take effect on December 1st, 2022. The GTAA Airside Safety Officer (ASO) and Toronto Pearson Safety team will monitor compliance against the following PPE requirements as highlighted in the Directive.

PPE Advisory Specific Chart

	APPLICABILITY	RULE
 <p>Safety Vests</p>	<p>All non-passengers/employees/visitors operating airside on the apron/airfield including construction areas.</p>	<p>Required to wear a reflective safety vest that conforms to, at minimum, the latest Class 2 version of one of the following standards: CSA Z96 or ANSI/ISEA 107 or EN 471. The background colour shall be fluorescent (red, orange/red or yellow/green) and cover the full torso of the wearer. It is critical that the vest is the right size and that the safety vest is buttoned or zipped up correctly to ensure proper visibility and the vest does not catch on any equipment or moving parts. Emergency situations or passengers traveling between an aircraft and either a building or a bus are exempt.</p>
 <p>CSA Approved Footwear</p>	<p>All employees operating airside who are directly engaged in ground handling operations, including all baggage areas</p> <p>Aircraft flight crew and cabin crew members who are actively working a flight.</p> <p>Persons working inside a construction site.</p>	<p>Required to wear CSA approved protective footwear at all times. Exceptions for PPE in marked painted walkways- employees only transitioning through walkways in between work areas are exempt.</p> <p>Exempt from CSA approved protective footwear specifically when they are in the immediate vicinity (footprint) of the aircraft to which flight crews and cabin crews are assigned or directly in between the flight crew and cabin crew operations/flight office or equivalent.</p> <p>Must wear CSA approved protective footwear at all times.</p>

Employees working Airside, who are found to be in non-compliance with the Safety Vests and Safety Footwear requirements outlined above, will result in enforcement action involving the employee and the employer to resolve the issue. An infraction shall be issued and may result in the employee being



escorted out of the Restricted Area. All infractions for PPE non-compliance will be documented on the employee's RAIC record. Escalation procedures will be applied by the ASO team as follows:

- **Employee's 1st Infraction for PPE Non-Compliance:** Employee will be issued an infraction & PPE Directive education which will be documented on the employee's RAIC record. Employer will be informed of said infraction and the Employer to correct the non-compliance with the employee up to the removal of the employee from the area.
- **Employee's Subsequent (Repeat) Infraction for PPE Non-Compliance:** Employee will be issued a subsequent infraction which will be documented on employee's RAIC record. The employee's RAIC will be confiscated and suspended for 5 days and the employee will be escorted from the area.

Following a subsequent infraction and RAIC confiscation/suspension by the ASO, the following steps shall be taken by the employee and employer for the return of RAIC:

1. Employee shall complete Module 3 - GTAA Health and Safety Awareness Training through the [link](#)
2. Employee shall send record of completion to their employer signing authority
3. Employer shall send employee record of completion to Toronto Pearson Safety (TPS) at safety@gtaa.com and request TPS to have employee RAIC released
4. TPS will advise the employer to inform the employee to attend the Pass Permit Control Office (PPCO)
5. The employee shall attend PPCO ONLY after they have served their 5-day suspension period.
6. The return of RAIC will be logged in the employee's RAIC record, and their RAIC will be reactivated and returned during their PPCO visit

We thank all Toronto Pearson Employees for your commitment to safety and maintaining a safe working environment for all!