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1 **ARTICLE 122.2C—UNIFORMS, PROTECTIVE CLOTHING, AND TOOLS** (OSH)

2 **Section 1.** Protective clothing shall remain the property of the Agency and shall be
3 returned to the Agency upon termination of employment. Color, type, and quality of
4 protective clothing shall be determined by the Agency. Damage to protective clothing
5 judged by the Agency to need replacement will be replaced by the Agency. Protective
6 clothing, or protective devices lost or damaged as a result of negligence of the employee
7 will be replaced by the employee. Protective clothing or protective devices may not be
8 used for personal reasons. Rain gear and protective footwear will be provided to Ground
9 Maintenance Workers 1 and 2, and Equipment Operators. Protective footwear will be
10 provided to all employees working in the Environmental Services Department, **Vocational**
11 **Services (whose are permanently assigned to work in the greenhouse, woodshop**
12 **and on the landscape crew),** Facilities Services Department, and Materials
13 Management Department in the following manner: Facilities Services employees will be
14 provided agency issued footwear. In lieu of agency issued footwear, a Facilities Services
15 employee can elect to receive up to a ~~one~~ **two** hundred and ~~fifty~~ dollar (~~\$150~~ **200**)
16 reimbursement per biennium for work boots that comply with OSHA standard 1910.136.
17 Environmental Services, **Vocational Services (whose are permanently assigned to**
18 **work in the greenhouse, woodshop and on the landscape crew),** and Materials
19 Management employees will be provided agency issued footwear. In lieu of agency
20 issued footwear, a Environmental Services, **Vocational Services (whose are**
21 **permanently assigned to work in the greenhouse, woodshop and on the landscape**
22 **crew),** and Materials Management employee can elect to receive up to one hundred **and**
23 **fifty** dollar (~~\$400~~ **\$150**) reimbursement per biennium for slip resistant shoes or boots.

Section 2. The agency shall provide up to ~~fifty dollars (\$50)~~ **seventy five (\$75)** in
receipted reimbursement annually for prescription safety glasses for employees who are
required to wear safety glasses in their position.

Section 3. For employees working in the Food Services Department who, as a condition
of employment, are required to wear uniform clothing, shoes or boots of a distinctive
design or fashion, the Agency shall either provide said uniform clothing, shoes or boots,
or shall provide uniform reimbursement to a maximum of two-hundred dollars (\$200.00)
per year. Uniforms provided by the Agency shall remain the property of the Agency and
shall be returned to the Agency upon termination of employment. Damage to uniforms
provided by the Agency, when judged by the Agency to need replacement, will be
replaced by the Agency. Uniforms provided by the Agency that are lost or damaged as
a result of negligence of the employee will be replaced by the employee.

**Section 5. For employees working in the Facilities Department performing
trades/maintenance work who, as a condition of employment, are required to wear
uniform clothing, of a distinctive design or fashion, the Agency shall provide said
uniform clothing. Uniforms provided by the Agency shall remain the property of
the Agency and shall be returned to the Agency upon termination of employment.
Damage to uniforms provided by the Agency, when judged by the Agency to need
replacement, will be replaced by the Agency. Uniforms provided by the Agency
that are lost or damaged as a result of negligence of the employee will be replaced
by the employee.**

Section-4 5. Employees may submit a written request to their supervisor if they believe
that protective clothing or a device is necessary for their safety and health. The written

request will specify the protective clothing or device that is being requested with an explanation of the safety or health risk that the clothing or device will mitigate. The supervisor will provide a written response to the request within fourteen (14) calendar days. The response will either approve the request or provide reasoning of the denial of the request for the protective clothing or device.

ARTICLE 122.2H—UNIFORMS, PROTECTIVE CLOTHING, AND TOOLS (Pendleton Cottage)

Rain gear and protective footwear will be issued to Ground Maintenance Workers and Facilities Maintenance Specialists. In lieu of agency issued footwear, an employee can elect to receive up to a ~~one-hundred and fifty-dollar (\$150)~~ two hundred and fifty-dollar (\$200) reimbursement per biennium for work boots that comply with OSHA standard 1910.136.

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