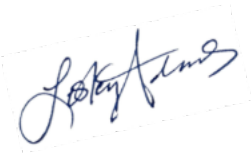


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ARTICLE 122.3A,B--UNIFORMS, PROTECTIVE CLOTHING, AND

TOOLS (ODOT, OPRD)

Section 1. ODOT, ~~Except OPRD~~, and OPRD except where noted.

5 (a) Uniforms and protective clothing as listed below shall be provided by the Agency:

6 (1) All personnel whose assignment requires the wearing of a uniform or protective
7 clothing will be provided with suitable apparel by the Agency and such apparel
8 shall be worn by employees when on their work assignment.

9 (2) Employees shall be required to wear safety apparel and use safety devices to
10 meet the requirements of the DCBS and the Agency's safety code. The Agency
11 shall provide at its expense, any safety apparel or devices that are required by
12 the DCBS or required by the Agency for employee use, including gloves, hard
13 hats and aprons.

14 (A) (Does not apply to OPRD.) Permanent full-time employees shall be
15 eligible to receive reimbursement for up to two hundred and seventy-five
16 dollars (\$275.00) every twenty-four (24) months in receipted costs for
17 purchase repair, or maintenance of items on the following list:

- 18 • New ANSI approved boots;
19 • Pre-owned ANSI-approved boot;

- ANSI boot repairs, which include sole replacement, toe repairs, stitching repair, upper boot repair;
- Boot/shoe laces;
- Mud flaps and lace protectors;
- Boot cleaner;
- Boot sealer/grease;
- Boot toe protector (liquid or pre-made form);
- Insoles/orthopedic inserts;
- Water repellant.

Only items found on the list will be reimbursed. Provided the employee is assigned and performs work that requires ANSI (or successor standard) approved boots as determined by the Agency's Job Hazard Analysis.

(B) A boot reimbursement shall not be paid if an employee receives a payment from another Agency or organization for ANSI (or successor standard) approved foot protection during the preceding twenty-four (24) months. Employees who receive such payments must notify their supervisor.

(C) (Does not apply to OPRD.) Seasonal employees who are scheduled to work at least six (6) calendar months shall be eligible to receive a two hundred and seventy-five dollars (\$275) boot reimbursement every twenty-four (24) months, provided the employee is assigned and performs

work that requires ANSI (or successor standard) approved boots as determined by the Agency's Job Hazard Analysis.

(b) Uniforms and protective clothing shall remain the property of the Agency and shall be returned to the Agency upon termination of employment. Cleaning, laundering, and general maintenance of the highway maintenance coveralls and uniforms shall be the responsibility of the employee except where clothing rental contracts are currently in effect in maintenance equipment shops.

(1) Color, type, and quality of uniforms and protective clothing shall be determined by the Agency. Damaged uniforms and protective clothing will be replaced by the Agency provided such damage can be determined to have occurred as a part of the employee's work activity. Uniform and protective clothing pieces shall be replaced when management deems that appearance is not presentable.

(c) Additionally, the Agency shall provide:

(1) Protective clothing such as coveralls, aprons, or other apparel for employees working with tar, grease, paint, ink, or asphalt that will soil clothing beyond normal home laundry capabilities;

~~•OPRD Only. The agency will provide disposable coveralls for employees who work with sewage.~~

(2) Appropriate gloves for employees performing hazardous duties in which the protection of hands is necessary;

(3) ODOT Only. On or after July 15th, each fiscal year, full-time, regular status employees in the classifications of Transportation Maintenance Specialists

(TMSs), Transportation Maintenance Coordinators (TMCs), Carpenters, Electricians, Facility Maintenance Specialists, Facility Operation Specialists, and Natural Resource Specialists will receive a three hundred and ~~forty~~ **ninety five** dollar (~~\$350~~ **395**.00) annual allowance for coveralls, rain gear, ANSI-approved shirts, prescription safety glasses or other suitable work apparel. Seasonal and part-time classifications identified herein will receive a prorated allowance based on the number of full-time equivalent months worked during the fiscal year; and,

(4) ODOT Only. Up to ~~two~~ **one** hundred and ~~forty~~ **two** dollars (~~\$150~~ **200**.00) in receipted reimbursement annually for replacement cost of prescription safety lenses or prescription safety glasses where damage has occurred from regularly assigned welding activity or as a result of assigned rock crushing duties.

Definition: Regularly assigned welding activity is limited to employees in the following classifications:

- C4018--Machinist
- C4020--Welder 1
- C4021--Welder 2
- C4151--Transportation Maintenance Specialist 1
- C4152--Transportation Maintenance Specialist 2
- C4418--Auto Technician 1
- C4419--Auto Technician 2
- C4436--Heavy Equipment Technician (Entry)

- C4437--Heavy Equipment Technician 1
- C4438--Heavy Equipment Technician 2

- (d) ODOT Only. The Agency shall provide sufficient tools for the performance of incidental or routine minor mechanical maintenance and other duties by the employee. Where the work is of such nature that the tools of a trade are required by the position description for efficient performance of the work, they shall be provided by the employee and the regular status employee shall be reimbursed up to one thousand dollars (\$1,000.00) per biennium, for receipted costs of updating, maintenance of their tools and tool boxes. Permanent, full-time employees in the classifications of Automotive Technician 1 (C4418), Automotive Technician 2 (C4419), Heavy Equipment Technician (Entry) (C4436), Heavy Equipment Technician 1 (C4437), Heavy Equipment Technician 2 (C4438) and Machinist (C4018) may apply their tool reimbursement toward the purchase of raingear or protective clothing. Specialty tools and equipment which fall outside of the normal "tools of the trade" shall be provided by the Agency. Employees must receive prior authorization from management for each reimbursable tool purchase. The employee may be required to produce the worn or broken tool, or any other tool requiring maintenance for inspection by management to receive reimbursement.
- (e) ODOT ONLY. Motor Carrier Enforcement Officer employees shall conform to the presently adopted grooming and dress code. On or after July 15th of each even numbered fiscal year, full-time, regular status employees in the classifications of Motor Carrier Enforcement Officer 1 or 2 assigned to conduct snow chain

enforcement operations will receive a one hundred dollar (\$100.00) allowance for suitable winter work apparel.

Section 2. DMV Only. The Agency will supply raincoats to each office for the use of employees in the performance of their duties.

Section 3. OPRD Only. OPRD employees shall conform to the most recently adopted OPRD Policy 40-11 regarding uniforms with the following addition:

~~(a) Permanent Full-time employees shall be eligible to receive reimbursement for purchase or repair for up to two hundred and seventy five dollars (\$275.00) every twenty four (24) months in receipted costs for safety toe boots meeting ANSI Standard Z41-1999 or ASTM Standard F2413 or successor standards, and felt bottom work boots that are sturdy leather or synthetic with good ankle support. Employees must be assigned and perform work that requires safety toe boots or working on slippery surfaces, and meet the requirements of the Agency's Job Hazard Assessment Form.~~

~~(b) Seasonal and part-time employees who have completed trial service and are in regular status shall be eligible to receive reimbursement for up to two hundred and seventy five dollars (\$275.00) every twenty four (24) months in receipted costs for purchase or repair of safety toe boots meeting ANSI Standard Z41-1999 or ASTM Standard F2413 or successor standards, and felt bottom work boots that are sturdy leather or synthetic with good ankle support. Employees must be assigned and perform work that requires safety toe boots or working on slippery surfaces, and meet the requirements of the Agency's Job Hazard Assessment Form.~~

The Agency commits to working with employees who are required to wear a uniform to obtain the best available fit. The Agency will allow for reasonable accommodation until a uniform is provided and upon management approval will reimburse employees for an alternative option if necessary.

All permanent employees required to wear boots shall be eligible for reimbursement for the purchase, repair or maintenance of boots including sole replacement, toe repairs, stitching repair, upper boot repair, boot/shoe lace replacement, mud flaps and lace protectors, boot cleaner, boot sealer/grease, boot toe protector and water repellant up to two hundred fifty dollars (\$250.00) each biennium. Permanent employees must request reimbursement no later than prior to the end of the biennium. Seasonal employees required to wear boots and who complete one (1) season will be eligible upon return to the following seasons for reimbursement for the purchase, repair or maintenance of boots including sole replacement, toe repairs, stitching repair, upper boot repair, boot/shoe lace replacement, mud flaps and lace protectors, boot cleaner, boot sealer/grease, boot toe protector and water repellant up to two-hundred fifty dollars (\$250.00) per biennium.

(See also ODOT Coalition Letter of Agreement [122-3B-11-207](#) in Appendix A.)