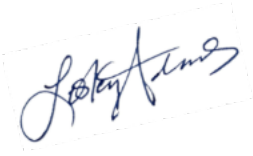
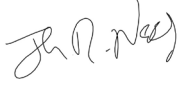


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**ARTICLE 122.3C--UNIFORMS, PROTECTIVE CLOTHING, AND TOOLS**

3 (Forestry)

4 **Section 1.** Coveralls or other appropriate clothing shall be made available to employees  
5 who are required to perform building or equipment maintenance or repair work or spraying  
6 of herbicides, where such work will soil clothing beyond normal home laundry capabilities.

7 **Section 2.** Bargaining unit employees shall be covered by ODF Policy– Uniforms, Boots,  
8 and Raingear. Implementation of the Policy shall be delegated to the ODF Statewide  
9 Labor-Management Committee. Disputes concerning the application of the Policy will  
10 first be referred to the Committee for resolution. Such dispute resolution efforts at the  
11 Committee shall not result in any grievance filed being rejected as untimely provided such  
12 grievance is filed within thirty (30) calendar days from the date of the Committee's  
13 decision. Bargaining unit employees expressly required to wear a uniform as defined in  
14 the Policy and/or the employee's position description, shall be issued an adequate  
15 number of uniform items from those items listed in the Policy to accomplish their  
16 respective job. The Employer shall give the Union at least thirty (30) days advance notice  
17 of any proposed substantive changes to the Policy that affect bargaining unit employees.  
18 Such changes that involve a mandatory subject of bargaining shall be subject to  
19 negotiation if requested by the Union.

20 **Section 3.** The Agency will designate those employees required to wear a uniform and/or  
21 boots. When so required, the Agency will determine the color, type, and quality of the

uniform and the type, style, and composition of the boots. The agency will share the Uniform Policy with all employees and ensure it is a part of the new employee orientation or onboarding.

**Section 4.** 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, **insole**, boot toe protector and water repellant up to ~~three~~ **four** hundred dollars (~~\$300.00~~ **400.00**) 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, **insole**, boot toe protector and water repellant up to ~~one~~ **two** hundred and fifty dollars (~~\$150~~ **200.00**).

Seasonal employees are not eligible for more than ~~one~~ **two** hundred and fifty dollars (~~\$150~~ **200.00**) in any fiscal year but may carry over this reimbursable amount from one (1) fiscal year to the next, not to exceed the maximum of ~~three~~ **four** hundred dollars (~~\$300~~ **400.00**) for the biennium.

**Section 5.** 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 employee shall be reimbursed up to one thousand dollars (\$1,000.00) per biennium for receipted costs of maintenance, updating of their tools and/or tool box. 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 will be required to produce the worn or broken tool, or any other tool requiring maintenance for inspection by management to receive reimbursement. The Agency will not be responsible to pay for broken or worn tools if such tools are covered under a guarantee or warranty and are repaired or replaced free of charge by the manufacturer or supplier.

REV: 2019, 2021, 2023