



ARTICLE 122.3G,H,I--UNIFORMS, PROTECTIVE CLOTHING

(Agriculture, Water Resources, OWEB)

Section 1. Uniforms and protective clothing required by the Agency shall be provided by the Agency at no cost to the employee.

~~(a) Employees whose Agency requires the wearing of a uniform or protective clothing, including but not limited to gloves, coveralls, aprons, boots, and rain gear, shall be provided with such apparel by the Agency and such apparel shall be worn by employees when on their work assignment.~~

(b) The Agency shall provide to its employees all safety apparel and safety devices necessary to meet the requirements of the Oregon Safe Employment Act. The Agency shall provide to its employees all safety apparel and safety devices necessary to meet the requirements of the Agency. The Agency will also provide required uniforms and/or protective clothing and/or protective devices for the type of industry being visited or inspected.

Section 2. Uniforms and protective clothing shall remain the property of the Agency and shall be returned to the Agency upon termination of employment. Color, type, and quality of uniforms and protective clothing shall be determined by the Agency following solicitation of input from the affected employees. Damage to uniforms and protective clothing judged by the Agency to need replacement shall be replaced by the Agency. Uniforms, protective clothing, or protective devices lost or damaged as a result of gross

negligence of the employee shall be replaced by the employee. Uniforms, protective clothing, or protective devices may not be used for personal reasons.

Section 3. Safety shoes or boots and caulked boots required by the Agency must meet American National Standards Institute (ANSI) standards or provide equivalent protection. The Agency shall pay for or provide basic protective shoes or boots which are required by the Agency and authorized by the supervisor based on the employee's job assignment. The Agency shall reimburse the employee for caulked boots, safety shoes, or boots when a receipt is provided. If a price agreement is available for this equipment, the employee must use this agreement and the Agency shall be billed directly.

Section 4. (OWRD Only) All employees are eligible for reimbursement of receipted costs of up to \$200 once per biennium for items that are specific to the employee's duties, approved by management and not already purchased by the agency.

Section 5 (OWEB Only) Employees that regularly conduct field work are eligible for an allowance of \$200 per biennium for the purchase of protective clothing specific to the employee's duties, approved by management and not already purchased by the agency.

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