

DPH - TA

07/08/25

2025-2027 STATE OF OREGON and SEIU Specials Coalition
Management Counter Proposal
Date: July 8, 2025 Time: 10:19am

HB

ARTICLE 122.5--UNIFORMS, PROTECTIVE CLOTHING (Special Agencies Coalition

Except DCBS, WCB)

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

- (a) **Protective Clothing: Agencies will review the job duties being performed by employees based on industry recognized standards in order to assess exposure to workplace hazards and the need for protective clothing. using the following methods: industry recognized standards, job hazard analysis processes using frontline employees, safety data sheets for materials, and equipment user manuals. Any employees** Employees whose **jobs are is found to require** 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 **protective clothing** apparel by the Agency and such **protective clothing** apparel shall be worn by employees when on their work assignment.
- (b) **Uniforms: Employees whose Agency requires the wearing of a uniform items shall be provided with such required uniform items apparel by the Agency and such apparel which shall be worn by employees when on their work assignment.**
- (c) 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 shall 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 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. Department of Administrative Services Only.

- (a) For journey level Automotive Technician 2 employees in the Department of Administrative Services Motor Pools where the work is of such a nature that the tools of a trade are required by the official position description for efficient performance of the work, the tools shall be provided by the employee. Subject to prior authorization from management, an employee shall be reimbursed up to two thousand dollars (\$2,000.00) per biennium, for receipted costs of upkeep/maintenance, replacement and/or updating of tools and tool boxes which the employee uses in the performance of their job. The employee shall be required to produce the worn or broken tool, or any other tool requiring maintenance or upkeep, for inspection by management to receive reimbursement. The Agency shall 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. Specialty tools and equipment which fall outside the normal “tools of the trade” shall be provided by the Agency.

- (b) For Employees Classified as Automotive Technician 1 and Employed at the Department of Administrative Services Motor Pool. Each employee in the classification of Automotive Technician 1 shall be reimbursed up to one thousand dollars (\$1,000.00) per biennium, for the purchase of tools needed to perform in developmental assignments leading to the journey level.
- (c) Automotive Technician 1 and Automotive Technician 2 Underfills. An employee who is underfilling a Automotive Technician 1 or Automotive Technician 2 position shall be eligible for the related tool reimbursement amount specified in Subsection (a) or (b).
- ~~(d) Each Employees in the DAS Enterprise Asset Management (EAM) Division and in the classifications identified in the DAS EAM Uniform Policy the classification of custodian shall be provided with non-slip shoes, which shall be worn by the employee when on their work assignment.~~
- ~~(e) Each employee in the classification of plumber who is working at the State Police Mortuary shall be provided with protective clothing as needed to prevent exposure to or contact with hazardous materials, which shall be worn by the employee when on their work assignment.~~