

ARTICLE 26: UNIFORMS / FOOTWEAR

UNIFORMS

- A. Uniforms are attire required by the Employer to be worn in the performance of assigned duties. The Employer shall have the sole discretion to determine who shall wear a uniform and the conditions under which it must be worn. Employees shall wear the uniform and maintain a proper appearance as specified by the Employer.
- B. Uniforms and equipment worn or used by employees while on duty shall be prescribed by the Employer and no deviations from the Employer requirements shall be practiced without the consent of the Employer.
- C. All required uniforms and equipment will be furnished by the Employer without cost to the employee. Replacement articles of clothing and equipment will be provided by the Employer at no cost to the employee to the extent the Employer considers necessary. However, the cost of replacing articles of clothing and equipment shall be borne by the employee when an article is lost, stolen, damaged, or worn as a consequence of the employee's negligent or intentional failure to maintain.
- D. It shall be the employee's responsibility to launder and maintain uniforms in a clean and presentable manner. Each employee shall receive thirty dollars (\$30.00) per month for cleaning and maintenance of uniforms.
- E. Employer issued uniforms and equipment remain the property of the Employer. All uniforms and equipment supplied by the Employer must be returned to the Employer upon replacement of the particular article and upon termination of employment. Failure to comply with this requirement will result in the cost of unreturned uniforms and equipment being deducted from any monies due to the employee.
- F. Both parties agree that uniforms and equipment will be worn and utilized consistent with the principles of Integrated Safety Management, to include such things as the specifications recommended by the manufacturer.

FOOTWEAR

- A. Footwear is provided to officers for the sole purpose of performing their duties and participating in physical fitness training. Replacement or reimbursement shall not be made for footwear that is lost, stolen, damaged or worn as a consequence of the employee's inappropriate use, negligent or intentional failure to maintain.
- B. Safety Shoes: One pair of safety shoes will be provided per year, or as otherwise required, if, following visual inspection, the Employer determines that replacement is necessary.
Safety

shoes supplied by the Employer must be returned to the Employer upon replacement and upon termination of employment.

C. Athletic Shoes: A shoe allowance of up to seventy-five dollars (\$75.00) for the purchase of athletic shoes for engaging in fitness workouts shall be made to employees who complete two hundred (200) workouts, or when in the opinion of the Physical Fitness Section Leader, the employee's athletic shoes represent a significant risk for injury **to the employee or otherwise require replacement.**