

**ARTICLE 46  
UNIFORMS AND PERSONAL PROTECTIVE EQUIPMENT**

**A. GENERAL PROVISIONS**

Uniforms are attire required by the University to be worn in the performance of assigned duties.

**B. PURCHASING AND REIMBURSEMENT**

1. The University shall have the sole discretion to determine if a uniform shall be worn, 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 University.
2. When a uniform is required by the University, an employee shall be responsible, at the time of employment, for the purchase of uniform components specified by the University.
3. Where the University currently provides either uniforms or reimbursement for uniforms and, for as long as the University continues its requirement that the uniform be worn, it will provide, at its sole non-grievable, non-arbitrable discretion, either the uniform or the reimbursement for the uniform at the current rate.

**C. LAUNDERING**

Where laundering of uniforms is currently provided by the University, such laundering shall continue while the requirement for uniforms continues.

**D. UNIFORMS and PROTECTIVE EQUIPMENT**

**1. Uniforms**

- a. Fire fighting uniforms may include no more than the following items: pants, shirts, sweaters, jackets, tie, belt, cap, and insignia, except as provided in Section D.2 below.
- b. The reimbursement for fire fighting uniforms shall be up to a maximum of seven hundred (700) dollars per fiscal year. At the University's discretion, this sum is either payable as soon as practicable upon delivery of itemized receipts to the appropriate University official, or will be used to establish credit at a University designated vendor for up to a maximum of seven hundred (700) dollars per employee in a Fire Fighter title, or seven hundred (700) dollars will be paid to the employee. A newly hired employee in a Fire Fighter title shall receive uniform reimbursement, payable as soon as practicable upon delivery of itemized receipts to the appropriate University official, up to a maximum of seven hundred (700)

dollars upon successful completion of the probationary period. During the life of the Agreement, additional uniform items determined to be necessary by the University shall be paid for by the University.

**2. FIRE FIGHTER PROTECTIVE EQUIPMENT**

Fire fighting personal protective equipment includes, but is not limited to, safety shoes, turnout gear, wildland gear (including boots), gloves, hoods, helmets and goggles. Required personal protective equipment shall be provided to each fire fighter and maintained by the University to ensure serviceable condition and will be replaced on an as-needed basis.