

Article 39
UNIFORMS

A. UNIFORMS

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

B. UNIFORM ALLOWANCE

1. Where the University currently provides a uniform allowance, the allowance will continue at the current rate. Where the University currently provides uniforms, the University will continue to provide them as long as the University continues its requirement that uniforms be worn.
2. When a uniform is required and an allowance is provided by the University, an employee shall be responsible, at the time of employment, for the purchase of uniform components specified by the University
3. Once each calendar year, upon AFSCME's written request, the University will meet with the Union to discuss adjustments to uniform allowances.

C. UNIFORM CHANGE TIME

When an employee is required to change into or out of uniform at the work site, a maximum of ten minutes shall be allowed for this purpose after the beginning and prior to the end of the work shift. Employees not required to change into or out of uniform at the work site will not be granted uniform change time.

D. UNIFORM LAUNDERING

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