

**ARTICLE 44
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. Firefighting 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. Upon hire, the department shall make a Departmental Purchase Order to provide new firefighters with necessary uniform items. The amount spent shall not exceed seven-hundred (\$700) dollars.
 - c. The firefighting uniform allowance shall be seven-hundred (\$700) dollars per fiscal year. This sum is payable to the employee during the month of July, after successful completion of the probationary period, unless otherwise designated by the Fire Chief. At the University's discretion, the uniform allowance may be issued as a separate check, or may be issued in combination with a regularly-scheduled paycheck. During the life of the

Agreement, additional uniform items determined to be necessary by the University shall be paid for by the University.

- 1) The uniform allowance is not considered covered compensation for retirement purposes.
- 2) All deductions from the lump-sum payment for uniform allowance and/or reimbursement shall be in accordance with state and federal law.
- 3) Prorated Allowance – A full-time employee who has completed less than twelve (12) months of time worked, an employee who wears a uniform less than full time, or a part time employee, shall receive an allowance that is prorated on the basis of the percent of time worked since the previous July 1st.
- 4) The annual uniform allowance shall only be paid to employees who are employed in the unit at the time of payment.

2. Fire Fighter Protective Equipment

Firefighting 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.