

TENTATIVE AGREEMENT

Article 8 EMPLOYEE EXPENSES AND MATERIALS

§ 8.1 Work Clothes for Facilities Operations

§ 8.1.1 The District shall ~~reimburse pay~~ up to ~~\$300~~ ~~\$150.00~~ per fiscal year for work clothing needs, of permanent classified employees in Facilities Operations (Maintenance, Grounds and Custodial) including overalls/coveralls for Carpenter(s), Mechanic(s) and Painter(s). The total amount reimbursed will be adjusted each year, starting with July 1, 2008, by the percent increase in the Consumer Price Index (CPI) for the previous year*. Receipts for clothing purchased will be submitted and surrendered to the Facilities office. In turn, the request for reimbursement will be processed. (*CPI-U All Urban Consumers, U.S. Average, Not Seasonally Adjusted, 1982 - 1984=100, U.S. Department of Labor, Bureau of Labor Statistics, Available January). SEIU will be responsible for contacting Facilities Operations to report the appropriate CPI prior to April 15th of each year.

- ~~1. Jackets: For cold and inclement weather, the District will initially furnish each person with a suitable jacket. Jacket may be replaced as needed by use of the clothing allowance for that specific fiscal year.~~
- ~~2. New Employees: New employees, after serving their six (6) month probationary period, will have furnished by the District two (2) full sets of work clothes and one (1) jacket at a cost not to exceed \$200.00. The initial \$75.00 allowance for mandatory steel-toed boots is in addition to the \$200.00.~~

§ 8.1.2 A committee within the Facilities Operations department will describe and define the work clothes required for selected employees. Work clothes are to consist of: A standard shirt or T-shirt; blue denim pants (blue denim pants are preferred, but other options such as tan/green pants may be requested); hat (optional); gloves (optional); safety footwear as specified by the appropriate supervisor; and a standard jacket. Wearing of the standard-issued shirt or T-shirt and safety footwear is mandatory during work hours. Failure to wear this mandatory clothing may lead to disciplinary action. ~~Work clothes to consist of; standard shirt or T-shirt (determined by the subcommittee within Facilities Operations) mandatory for identification purposes, blue denim pants, hat (optional), boots (optional) and standard jacket. Note: blue denim pants are preferred but other options (i.e. tan/green or cotton blends) may be requested through the Facilities Operations Office.~~

- ~~1. Maintenance Craftworkers to have \$75.00 allowance per fiscal year or less often as needed for mandatory steel-toed shoes. (Carpenters, Mechanics, Plumbers, Electricians, Painter, HVAC Tech and Locksmith.)~~

~~2. Other facilities operations employees to have the option to use the clothing allowance towards steel-toed shoes or specialized footwear as needed.~~

~~§ 8.1.3 Employees who do not wish to wear the mandatory shirts are not eligible for reimbursement for other work clothes as specified in Section 8.1 of this Article.~~

§ 8.1.4 Protective Clothing and Safety Gear: Requests for protective clothing and safety gear shall be submitted to the Safety Committee for review and recommendation.

§ 8.2 Work clothes for Other Classified Positions

§ 8.2.1 Beginning July 1, 2007, the District shall reimburse up to a specified amount per fiscal year for work clothing needs of permanent classified employees as identified below. The total amount reimbursed will be adjusted each year by the method identified in Article 8.1.1.

Science Equipment Technician: An amount up to \$300.00 may be used to purchase safety footwear (specified by supervisor), work gloves, heavy-duty cotton work pants/shirts, protective glasses (specified by supervisor), and tool belt. Wearing of the items described above is considered mandatory during work hours while performing specific duties, as specified by the employee's appropriate supervisor. Failure to wear the mandatory clothing may lead to disciplinary action.

NOTE: (Old) Articles 8.2 through 8.7 need to be renumbered.

Agreed to: _____, 2007

FOR DISTRICT'S TEAM:

FOR THE SEIU, LOCAL 1021 TEAM:

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