

Letter of Agreement

Change in Uniform Code

This Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and MAINTENANCE, GROUNDS AND FOOD SERVICE EMPLOYEES CHAPTER OF LOCAL 331 AFFILIATED WITH MICHIGAN COUNCIL 25, AFSCME, AFL-CIO (the "Union").

The District and the Union agree to the following changes to Article 18 of the Master Agreement.

Article 18

Food Service

1. All cooks, cashiers and lead servers must wear a Lakeview purple polo(all but top two buttons must be buttoned), loose fitting gray, khaki, or black scrub/chef style pants (no jean or sweat pant material, or leggings), free of frays and holes no shorter than mid calf length.~~double-breasted chef jackets, chef pants and black or neutral color shoes slip resistant shoes~~
2. An alternate uniform for "Casual Fridays" will allow for a Lakeview provided t-shirt, school specific t-shirt, or Lakeview spirit wear t-shirt or crew neck shirt. Jeans that are free of rips or holes and are at minimum mid-calf length may also be worn on these days.
3. Participation in occasional theme dress days held by the school building or the district or requests by the employee or the Union for uniform requests that do not align with this Article will be at the sole discretion of the Director of Food Service.
4. Food service will initially provide four (4) polo shirts and one (1) t-shirt. It will be the employee's responsibility to keep uniforms clean and in good repair. The District, at the discretion of the Director of Food Service, will annually replace worn or damaged shirts.
5. A chef coat and pants are required for catering events. The district will provide one (1) chef coat and one (1) pair of chef pants to those employees that work catering events.
6. District provided uniforms remain the property of the District and must be returned upon separation of employment. Lost or articles damage due to neglect on the part of the employee will be replaced by the employee.
7. Chef coats and chef pants which the employee has or that they choose to purchase may be worn at the employees preference. These must be grey, purple or black.
8. Non-slip shoes must be worn at any time the employee is reporting to work and are supplied by the employee.
9. Additional uniform articles may be provided by the District at its sole discretion.

10. Any uniform items not expressly listed as provided by the District are provided by the employee

~~at any time they are reporting to work.~~

- ~~a. Food service will initially provide four chef jackets.~~
- ~~b. Food service will initially provide four chef pants.~~
- ~~c. Employees may choose to provide their own work pants. The pants must be black or gray, loose fitting, without embroidery or embellishments, and no shorter than just below the knee.~~
- ~~d. The chef jacket must be grey, purple or black. The chef pants must be loose fitting.~~
- ~~e. No slip shoes will be purchased at the employee's cost on their own time and considered their own property.~~
- ~~f. It will be the employee's responsibility to keep uniforms clean and free from rips and stains. Any lost, ruined or unprofessional looking uniforms must be replaced at the cost of employee. Unless approved by a supervisor.~~
- ~~g. The uniforms will be considered the property of Lakeview Food Service and LFS reserves the right to require the returned of uniforms upon separation of employment.~~
- ~~h. Following the initial set of uniforms two (2) complete sets will be given annually.~~

~~This letter of agreement will be valid through June 30, 2025. It is agreed that employees will turn in currently held district provided chef coats for new district provided shirts in a one to one ratio. This will occur as close to January 1, 2025 as practicable, and this change will be effective at the same time.~~

Neither the District nor the Association waive any other rights or protections under the Master Agreement.

FOR LAKEVIEW SCHOOL DISTRICT

By: 

Its: Asst. Sup for H.R.
12/20/24

FOR THE UNION

By: 

Its: AFSME Staff Representative
12/20/24

Dated: _____

Dated: _____

By: Sharon R. Amon

Its: Chapter Chair

Dated: 12/20/24