

PTA Proposal C-1

Work Clothes

Presented by PTA Thursday, March 6, 2025

PTA makes the following proposal related to Unit C

ARTICLE ~~XXV~~ 25: WORK CLOTHES:

For custodial, maintenance, and bus-driving staff, uniforms shall be provided according to the schedule below on or around September 1 of ~~each year~~ appropriate years, and ~~repaired-replaced by the District~~ when ~~necessary clothing has been stained or damaged to the point of being unseemly or unwearable. Custodial staff, including bus drivers are Staff who receive work clothes shall be~~ required to work dressed in the uniform clothing provided which shall include:

- Shirts Long/Short Sleeved: Eleven (11) ~~every two years~~ new shirts, according to the Member's preference for the number of long sleeved and the number of short sleeve shirts.
- Pants/Shorts: Eleven (11) ~~every two years~~ new pants/shorts, according to the Member's preference for the number of pants and the number of shorts.
- T-shirts: Five (5) ~~every two years~~ either round-collared or v-necked, according to the Member's preference.
- Sweatshirts: Five (5) every year, either black, blue, and/or grey, according to the Member's preference.
- Winter coat: One (1) ~~every two years~~ , with three style options selected by the Association in cooperation with the District, with the Member allowed to select the option they prefer.

~~Any head coverings worn on school property during working hours must be approved in advance by the building principal. Such approval must be communicated to the Human Resources Office.~~

In addition, the District, at its discretion, shall either provide boots / footgear or ~~will~~shall reimburse up to two hundred and twenty-five dollars (\$225.00) annually to custodial staff, maintenance staff, and bus drivers for boots/footgear upon the submission of a receipt.

Employees-Members are required to report to work dressed appropriately in the uniform/work clothes provided with school logos as set forth above whenever they are working on school property and whenever they are working for any outside organization on school property; except in the event when they are required to work outside for snow removal. Members shall be allowed to wear jeans or khakis in lieu of the district-provided pants/shorts if they so choose.

Other exceptions to this policy may be made at the sole discretion of the ~~employee's~~ Member's Principal. ~~Effective July 1, 2016, notwithstanding any other provisions of the collective bargaining agreement, the following disciplinary procedures shall apply to any custodian who does not wear his/her uniform:~~

- ~~1st time: Verbal warning~~
- ~~2nd time: Written warning~~
- ~~3rd time: 1 day suspension~~
- ~~4th time: 5 day suspension~~
- ~~5th time: Longer suspension up to and including termination.~~