

PSC response 4/9/25

## 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.

Agree

- 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.

Reject and counter: Members shall be allowed to wear jeans or khakis in lieu of the district-provided pants/shorts if they so choose.

- T-shirts: Five (5) every two-years) either round-collared or v-necked, according to the Member's preference.

Counter: Five t-shirts every year.

- Sweatshirts: Five (5) every year, either black, blue, and/or grey, according to the Member's preference.

Counter 2 sweatshirts per year.

- 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.

Counter: replace when needed.

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.

Reject: custodians need to be consistent with the particular school's policy.



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.

Counter: delete "either provide boots/footgear" and District will reimburse up to \$225 annually upon submission of 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.

See second bullet

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:~~

- 1<sup>st</sup> time: \_\_\_\_\_ Verbal warning
- 2<sup>nd</sup> time: \_\_\_\_\_ Written warning
- 3<sup>rd</sup> time: \_\_\_\_\_ 1-day suspension
- 4<sup>th</sup> time: \_\_\_\_\_ 5-day suspension
- 5<sup>th</sup> time: \_\_\_\_\_ Longer suspension up to and including termination.

Reject.