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ARTICLE 32: UNIFORMS AND SPECIAL CLOTHING

32.1.

The Employer will provide and clean, at no cost to the employees, any designated uniforms or special clothing which is required by the Employer to be worn on the job. Such clothing will be mended or replaced by the Employer as necessary due to normal wear and tear.

32.2.

Prior to any decision by a department head to purchase or modify uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color, fabric, and style or uniform to be worn. The department head shall consider seasonal temperatures in the selection of uniforms. The department head will consider the wishes of the employees in making a decision.

32.3.

Any clothing which is furnished by the Employer shall be worn in accordance with the applicable rules or safety regulations.

32.4.

The Employer will reimburse employees for personal uniforms, work clothing, and/or necessary personal items (e.g. eyeglasses, hearing aids, watches) damaged, torn, or destroyed during normal work activity or by patients, clients, or customers. Such reimbursement shall be based on estimated current value of the damaged article to a total of two hundred dollars ($200).

32.5. Safety Boot Reimbursement (Seattle Main Campus, UW-Bothell, UW-Tacoma, UWMC and HMC Facilities Only):

As determined by the Employer, individual departments may reimburse employees up to two hundred dollars ($200.00) per year during the life of this agreement for protective footwear meeting the performance requirements of ASTM F2413-11 relative to impact or compression of the toe or metatarsal, puncture resistance or electrical hazards or static dissipation, if required as personal protective equipment.

32.6 Tools and Equipment:

The Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. When requested, staff will be provided with protective gloves and safety glasses when required to safely perform their work. The Employer will repair or replace employer provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable

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condition. Employees who misuse, vandalize, lose or damage state property may be subject to disciplinary action. Employees will be required to return all Employer provided tools, equipment (i.e., electronic equipment, badges, etc.) and foul weather gear upon separation from employment. In those cases where an employee fails to return the provided tools, equipment and/or foul weather gear, the Employer may deduct the value of the items from the employee's final pay.

Trades Staff. Upon request, the Employer will provide each Trades staff member with one (1) load bearing utility belt/vest.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026