

UNIFORM, SHOES AND BUTTONS (ART. 7): Amend as indicated below to reflect two extra uniforms, \$90 annual shoe reimbursement, laundering clarification.

7.1 UNIFORMS: The University will, without expense to the employee, furnish and **at management's discretion** clean, all uniforms required to be worn. However, an employee may elect to purchase and maintain a required serving uniform. An employee who so elects will be reimbursed upon proof of purchase up to \$30.00 a uniform. Reimbursement for maintenance of such uniform shall be made annually during the month of December in a lump-sum payment of \$150.00. The number and kind of uniforms, and the number of replacements, will be determined by management; **provided, however, that the University will provide employees upon hire and thereafter annually (typically in the fall) with a quantity of uniforms not less than the number of days per week for which they are regularly scheduled plus two.**

7.2 SHOES: All employees are eligible for a ~~\$70.00~~ **\$90**-reimbursement for the purchase of safety shoes in accordance with the following provisions: Eligibility Requirements: Employees must have completed the probationary period. For reimbursement, an employee must show shoes to his/her manager, and proof of purchase such as a receipt or sales slip. If shoes are purchased, they must be worn on the job. Reimbursement will be on an annual basis for subsequent pairs of shoes **(typically in the fall)** ~~one (1) year from the date of purchase.~~ Appendix A clearly defines acceptable safety shoes and their composition.

7.3 The University will not deduct taxes from shoe- or uniform-related reimbursement payments except as required by applicable law **(expense reimbursement submitted more than 60 days after purchase may be treated as taxable income to the employee and subject to deductions).**