

UNIFORMS, SHOES, AND BUTTONS (Art. 7): Amend current CBA language as indicated below:

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 **\$175.00** ~~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 with a quantity of uniforms not less than the number of days per week for which they are regularly scheduled plus two additional uniforms.**

7.2 SHOES: All employees are eligible for a **\$90.00** ~~70.00~~ 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 on an annual basis for subsequent pairs of shoes will be made 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).**