

NORTHEASTERN CATHOLIC DISTRICT SCHOOL BOARD

**Policy
B-26**

**Authority
07-156**

CUSTODIAN/MAINTENANCE UNIFORMS

POLICY STATEMENT

Whereas the collective agreement with CUPE Local 4681 supports a uniform for custodial and maintenance staff;

Whereas the nature of the duties associated with custodial and maintenance work generally leads to wear and tear of personal clothing; and

Whereas uniforms provide identification, a professional appearance, and a heightened sense of security within our Catholic school communities and Board offices;

The Board agrees to provide uniforms to all permanent custodial and maintenance staff consistent with the regulations of this policy.

POLICY REGULATIONS

1. All permanent custodial and maintenance staff shall wear Board issued uniforms while on duty.
2. The uniform shall be selected by a joint committee of Board representatives and CUPE Local 4681 representatives, with both male and female representation.
3. The Board shall provide, at no cost to the employee, five (5) sets of uniforms.
4. A bulletins shall be issued to employees informing them of the uniform policy and the wearing of the uniform. Willful loss of, or damage to uniform clothing will result in an assessed charge to the employee.
5. Employees shall be responsible for their uniforms, reasonable wear and tear excepted.
6. The uniform clothing shall be considered property of the Board.
7. Normally, clothing which is issued to employees shall be worn on duty and will not be worn

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away from the workplace. Note that the uniform may be worn in public to travel to and from work.

8. Substitute items of clothing not issued by the Board shall not be worn instead of the uniform without express permission by the Manager of Plant.
9. Failure to comply with this policy may lead to progressive discipline of the employee.
10. Uniforms are provided for the employee's use while on duty and while in the employ of the Employer. The employee shall return all uniform items to the Manager of Plant upon termination of employment.