

**ARTICLE 23**

**UNIFORMS, TOOLS AND EQUIPMENT**

**23.1 Uniforms**

The Employer may require employees to wear uniforms. Where required, the Employer will determine and provide the uniform or an equivalent clothing allowance. The Employer will follow their policy regarding the provision and maintenance of required uniforms, and, specialized clothing. The Employer will determine the need for and may provide specialized footwear. The cost of normal wear and tear and loss of required uniforms, specialized clothing and footwear due to workplace conditions is the responsibility of the Employer.

**23.2 Tools and Equipment**

The Employer may determine and provide necessary tools, tool allowance, equipment, personal protective equipment (PPE), and foul weather gear. 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 will be responsible for reimbursing the Employer for any provided tool or equipment damaged due to negligence or lost by the employee.

**23.4 Personal Property Reimbursement**

Employees may seek reimbursement, in accordance with [RCW 4.92.100](#) and applicable college policies, for personal property that is unavoidably damaged or stolen in the proper performance of their duties. Upon request, the Employer will provide the tort claim form to the employee. Employees will be granted work time to complete and submit the claim form. Employees have the responsibility for taking precautions to protect both personal and state property/equipment.

1 **21.5 Safety Footwear**

2 The Employer will determine the employees that are required to wear safety  
3 footwear as essential Personal Protective Equipment (PPE). Those Employer-  
4 designated employees within the following classifications will receive a biennial  
5 allowance up to \$225 per designated employee. The process for purchasing safety  
6 footwear will follow the Employer's policy or practice.

- 7 • Buildings and Grounds Supervisors
- 8 • Control Tech
- 9 • Cooks
- 10 • Custodians
- 11 • Electricians and Electrician Leads
- 12 • Facility Operations Maintenance Specialist
- 13 • Food Service Workers, Worker Leads, Supervisors and Managers
- 14 • Grounds & Nursery Services Specialists
- 15 • HVAC Techs
- 16 • Maintenance Custodians, Specialists and Mechanics
- 17 • Painters and Painter Leads
- 18 • Security Guards; Campus Security Officers, Sergeants and Safety  
19 Supervisors
- 20 • Warehouse Workers and Equipment Operators
- 21 • Utility Workers

**TENTATIVE AGREEMENT REACHED**

*An electronic signature to this Agreement shall be given effect as if it were an original signature.*

For the Employer

For the Union



9/16/24

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Inti Tapia, Labor Negotiator  
OFM/SHR Labor Relations &  
Compensation Policy Section

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Steve Sloniker,  
Director of Contract Administration  
WPEA