

ARTICLE XXVIII

MISCELLANEOUS

SECTION 1.- UNIFORMS AND FOUL WEATHER GEAR

Should the Employer require any members in the bargaining unit to wear uniforms (except dispatchers who are addressed below), the City will provide eleven (11) sets of uniforms to all members of the bargaining unit with each such employee selecting an appropriate combination of uniform items from those approved by the department head. In addition to the aforementioned, each of those members of the bargaining unit will be provided six (6) t-shirts per year. Uniformed bargaining unit employees shall have the option to utilize the professional laundering service for items provided by the City's contracted uniform service at no cost to the employees.

The City will provide an initial set of uniforms for dispatchers which shall consist of five (5) long-sleeve shirts, five short-sleeve shirts, and five (5) pair of docker-type slacks. The City will provide a uniform allowance of four hundred dollars (\$400.00) per year for dispatchers payable by January 31st. Each dispatcher shall be responsible for the maintenance of his/her own uniform.

All employees furnished uniforms will be required to wear the uniform during all working hours. Failure to wear the uniform may result in disciplinary action being taken. Items allowed in the uniform for each class of employees shall be determined by the employee's department head, who may allow uniform shorts to be included for appropriate classes of employees. Each employee may select an appropriate combination of uniform items from those approved by the department head. Department heads will meet with employees in a labor management discussion to review the specifications for uniforms prior to bidding uniform provider contracts.

All employees will be provided an identification badge which must be carried with the employee at all times while on duty.

Foul weather gear will consist of the following usable items: Raincoats, rubber boots, insulated coveralls, and hats for all employees who work outside in inclement weather. Parkas will be furnished to meter readers and inspectors.

The City will furnish lockers for employees at all City facilities where shower facilities are provided for the employees' use.

Inclement Weather - During inclement weather, the Meter Readers will be assigned duty within the Water Division until such time as the temperature exceeds 10 degrees Fahrenheit. At such time, the meter readers can be required to read meters outside. An effort will be made to have the meter reader do inside readings when the temperature is barely above 10 degrees.

Safety Shoes - Employees required to wear safety shoes shall receive an allowance of one hundred fifty dollars (\$150.00) per year payable by January 31. The City shall provide specifications for said shoes by administrative policy.

The City will reimburse employees assigned to Class II and III operations (per the duties classification chart) which require safety glasses for the purchase of prescription safety (OSHA approved) glasses up to One Hundred Fifty Dollars (\$150.00) per calendar year upon presentation of a paid receipt.

SECTION 2.- WITNESS OR JURY DUTY

Employees shall receive full pay for regularly scheduled working hours on any day when an employee is required to appear as a witness before any court in any litigation where the employee is not a plaintiff or a defendant in the court case or for jury duty by the United States or Ohio courts. Any fees received by a member for such activity shall be remitted to the Employer, unless such duty is performed outside scheduled working hours for such employee.

SECTION 3.- MEETING ROOM

The Employer agrees to provide a confidential meeting room in which the top Union officials and unit stewards may conduct in private with employees, those matters relating to the investigation of grievances and