

Uniform

The Uniform Committee shall uphold Article 37 of the Collective Agreement.

ARTICLE 37: UNIFORMS

37.1 a) On first issue, Conventional and MobilityPLUS operators will be provided with a new uniform by the Employer. The first clothing issue to a new operator will consist of:

- one (1) spring/fall jacket
- two (2) sweaters or two (2) fleece (VNeck/CrewNeck/Cardigan or Sleeveless)
- four (4) pairs trousers or shorts (where the operator chooses shorts, they will be issued three (3) pairs of dress socks which must be worn with the short pants).
- six (6) shirts (long/short/turtleneck/golfshirt)
- two (2) ties clip-on when available or regular
- two (2) ball-type hats
- one (1) winter toque or aviator hat (if available) 72

Conventional only:

- 1 pair of black shoes and the employee's choice of an additional pair of insulated winter boots or black shoes.

MobilityPLUS only:

One (1) pair black safety shoes to a maximum value of **one hundred and fifteen dollars \$115.00**. Rubber galoshes will be available for winter wear for those employees who do not wish to use safety boots for winter wear. Employees will be required to attend the suppliers on their own time for shoes and boot issue. Employees may elect to wear safety work boots for winter wear and the Employer **agrees to** reimburse employees to a maximum of **one hundred and fifteen dollars \$115.00** per calendar year. Specialized operators shall have the option of combining the shoe and boot allowance for the purpose of purchasing the safety footwear.

Subsequent issues of the uniform items listed above will be issued at twenty-four (24) month intervals continuing with Spring 2008.

The top button only of the shirt may be undone.

A winter jacket will be issued once every four (4) years, at the appropriate times.

In MobilityPLUS, a rainsuit will be issued once every four (4) years at the appropriate times.

Uniforms shall be worn by all permanent employees after the probationary period, while on duty. Ownership of uniforms shall be vested in the Employer. Uniforms shall only be worn while on duty for Grand River Transit and to and from work.

Uniform material will be selected after consultation with the Uniform and Grooming Committee.

Alternate clothing may only be worn subject to the approval of the Employer.

All uniforms will be wash and wear.

37.1 b) It is agreed that Operators shall comply with the Clothing and Personal Grooming Letter of Understanding. It is acknowledged by the parties that repeated infractions of said procedures would warrant progressive discipline.

37.2 New permanent employees may be provided with new uniforms. If the first new uniform issued to a new permanent employee is issued within three (3) months of the last general issue of uniforms, the permanent employee will be eligible for another uniform at the next general issue.

If such first uniform is issued to a permanent employee more than three (3) months after the last general issue of uniforms, the permanent employee will be required to wait until the next general issue before receiving another uniform, provided they be issued extra shirts on the basis of one (1) shirt every three (3) months, to a maximum of four (4) shirts. 74

37.3 Casual clothing is permitted on days approved for fundraising activities provided the employee has made the donation and is wearing the identifying sticker or button. One piece of GRT issued clothing with a GRT logo must be worn for identification purposes. Appropriate footwear must always be worn. If safety shoes/boots are mandatory, they must be worn.

37.4 The Region will investigate purchasing practices to acquire uniforms and clothing from manufacturers who employ responsible labour practices including confirmation that there is no forced labour and no child labour used by such manufacturers.