

Article 29 Uniforms, Protective Clothing and Footwear

29:01 (a) The Employer shall make available for each liquor store employee:

- (i) Pants - three (3) pair**
- (ii) Shirts - four (4) (employee option - long or short sleeves)**
- (iii) Parkas - an adequate supply in each store.**

Employees may request additional shirts in lieu of pants or vice versa provided the overall allotment of shirts and pants remains within the allowable amount as outlined above.

- (b) The Employer shall make available to each liquor store employee one (1) name tag (first name only). Name tags will be worn at all times by employees when on duty, except where the employees and the manager of individual stores agree that there is documented evidence that the wearing of name tags has led to an unacceptable level of harassment by the public. In such cases, employees would not be required to wear name tags while on duty. A name tag identifying an employee as the Steward will be supplied by the Employer to be worn along with the employee's name tag.**
- (c) In the year that the Employer changes shirt style and colours, each full-time retail store employee shall receive five (5) shirts in that year only. In**

all subsequent years, each full-time retail store employee shall receive shirts as stated in Article 29:01 (a) (ii).

29:02 The Employer shall make available for each employee in the Warehouse and Maintenance Departments:

- (a) **Pants - three (3) pair (machine washable)**
- (b) **Shirts - four (4) (machine washable) two (2) short sleeved and two (2) long sleeved**
- (c) **Shoes - Effective date of ratification - safety type steel capped toe, maximum cost one hundred fifty dollars (\$150.00) per fiscal year except when a higher cost results from the requirement for a special orthopaedic shoe prescribed by a physician. An employee who has not made a safety footwear claim in one (1) fiscal year may claim twice (2x) the footwear allowance of up to three hundred dollars (\$300.00) in the next fiscal year. Safety footwear allowances are not cumulative beyond the second year.**

Safety footwear insert allowance of up to thirty five dollars (\$35.00) per fiscal year. An employee who has not made an insert claim in one fiscal year may claim twice the insert allowance of seventy dollars (\$70.00) in the next fiscal year. Insert allowances are not cumulative beyond the second year.

- (d) **Work gloves - one (1) pair**
- (e) **Lined jacket - one (1) (Warehouse Section) where required**
- (f) **A jacket with a zip-in or removable lining for between seasons - one (1) (maintenance) where required.**

29:03 The Employer shall replace at no cost to an employee all items in 29:01(a)(i) and (ii) and 29:01(b) every eighteen (18) months. The Employer shall replace the item in 29:02 (a) (b) (c) by September 1st of each year. Any employee who

has commenced employment in the six (6) month period prior to September 1st would be required to wait until September 1st in the next calendar year for replacement.

- 29:04** Items such as parkas, coveralls, smocks, shall be cleaned by the Employer to enable the above to be in a clean condition at no cost to any employee.
- 29:05** The Employer shall supply and maintain an adequate supply of masks with filters for those employees who require them.
- 29:06** The Employer shall supply and maintain smocks and/or coveralls for those employees who require them.
- 29:07** Any abuse or loss of articles provided in 29:01(a), (b), (c) and (d), and 29:02 (a), (b), (c), (d), (e) and (f), will necessitate replacement by the employee concerned provided the abuse or loss is directly attributable to negligence on the part of the employee.
- 29:08** The Union recognizes that the Employer shall require employees to wear items supplied to them by the Employer as provided under this Article.