

Article 60
Uniforms

Section 1. The Employer or the Sub-Contractor will continue the current practices with respect to wash-up time as well as the provision of uniforms, smocks, and inclement weather gear. The provision of uniforms as agreed to as a current practice includes employees in the following job titles/sites:

- a.) DMP: Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Material Handlers.
- b.) BGMC/HighPointe: Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Materials Handlers, Drivers, Groundskeeper, PSA in Transport.
- c.) MFSH/Flint Road: PCAs, Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Materials Handlers, Couriers, Skilled Maintenance, PSA in Transport.
- d.) OCH: Environmental Service Aide, Cook, Grill Cooks, Hospitality Associates, Nutritional Service Worker, Materials Handlers, Skilled Maintenance.

Section 2. In addition to the job titles/sites outlined in Section 1. above, the Employer will provide uniforms to the following employees:

- a.) BGMC: MAs, CMAs, PCAs, NA;
- b.) DMP: PCAs, MAs;
- c.) OCH: MAs, NAs, CMAs;
- d.) OCH: Neonatal Transport Team NP/PA, Neonatal Transport Respiratory Therapist (RT), STAT Team RN & STAT Team Respiratory Therapist – will be provided initially when joining the team 3 Scrub tops for Full Time and 2 Scrub tops for Part Time. Additionally they will be provided with a Flight Suit & Winter Jacket as needed & determined. Annually there will be a review by the Employer of what is needed for the team.

Section 3. In accordance with the distribution of the uniforms referred to in Section 1. and 2. above will be completed each year on the employee's anniversary date.

Section 4. All full time employees will receive five (5) pants and five (5) shirts. All part time employees will receive three (3) pants and three (3) shirts. **Per diem employees will receive two (2) pants and two (2) shirts.**

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Section 5. New hires will receive the following uniforms during their first week of work; full time- three (3) uniform sets, part time – two (2) uniform sets, per diem – one (1) uniform set. The remainder of the uniforms will be provided at the end of their probationary period set forth in Article 8.

Section 6. Within ninety (90) days following ratification of the 2025 collective bargaining agreement, the Employer shall implement the following:

- a.) establish and maintain substantial inventory from vendor;
- b.) implement scrub and uniform closets at each site. Access to uniform closets will be available for all shifts
- c.) provide opportunities for employees to try on for size.

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