

UC Davis Personnel Policies for Staff Members

Compensation

Section 35, Protective Clothing, Equipment, and Uniforms

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Supersedes: new

Responsible Department: Human Resources

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35.A. GENERAL

Note 1--Definition. A uniform is attire required by the University to be worn in the performance of assigned duties.

Note 2--Wearing Uniforms. When a uniform is required, it may be worn only while an employee is on duty, on a lunch or rest break, or traveling to and from the duty location.

Note 3--Protective Clothing and Equipment. See UCD Policy & Procedure Manual Section 290-50 for information on protective clothing and equipment.

35.B. AUTHORITY

Note 1--Required Uniforms. The department head has the authority to require the use of a uniform. Prior to implementing or changing such a requirement, the department head shall consult with Employment & Labor Relations.

Note 2--Replacement of Uniforms. If a uniform is required, the department shall either provide replacements or pay an annual uniform replacement allowance. Department heads have been delegated the authority to change the amount of allowance for nonrepresented employees. Employee & Labor Relations shall provide local notice before the change is made.

Note 3--Damage in the Line of Duty. When a required police or fire uniform item is damaged in the line of duty, but not due to the employee's own negligence, the department head may authorize payment for the actual repair or replacement cost.