

**POLICY**

Effective Date: 12/06/05

Approved By: Director of Facilities Management

See Also:  
WAC 296-155  
POL-5700.03  
WWU Safety Program  
University Bargaining Unit Agreements

**POL-5700.02      PROVIDING AND WEARING APPROPRIATE WORK CLOTHING**

*This policy applies to all Facilities Management employees who work in an area where construction, alteration, demolition, related inspection, and/or maintenance and repair work is performed.*

**1.    State Regulations Designates Minimum Safety Standards for FM Work Areas.**

By definition, WAC 296-155 establishes safety standards for construction work. Within this Washington Administrative Code (WAC), the applicable work area for where these standards apply is defined as:

“. . . any and all work places subject to the Washington Industrial Safety and Health Act (chapter 49.17 RCW), where construction, alteration, demolition, related inspection, and/or maintenance and repair work, including painting and decorating, is performed.”  
(WAC 296-155-005)

Facilities Management (FM) will abide by such workplace definition and safety standards for all university areas where FM employees engage in the above listed types of work.

**2.    FM Establishes Minimum Standard for Appropriate Work Clothing in Accordance with WAC 296-155.**

WAC 296-155-200(6) states:

“Employers shall ensure that employees wear no less than a short sleeved shirt, long pants, and shoes. Employees shall wear no less than a short sleeved shirt, long pants, and shoes. Shoes shall meet the requirements of WAC 296-155-212.” (see also FM Policy POL-5700.03)

All FM employees who perform construction work or work in construction areas as identified above, at a minimum shall provide and wear appropriate work clothing as directed by WAC 296-155-200(6).

## POLICY

### **3. FM Will Provide Safety Apparel to Satisfy PPE Requirements.**

In accordance with WWU's Safety Program, Facilities Management will provide the required safety apparel to all FM employees requiring personal protective equipment (PPE) that exceeds the minimum requirement of appropriate work clothing.

As part of their workplace hazard assessment, FM Supervisors will identify the personal protective equipment and/or apparel required for related trades, tasks, and personnel.

### **4. FM Will Provide Appropriate Work Clothing, or Reimbursement for Employee Purchased Appropriate Work Clothing, in Accordance with University Bargaining Agreements.**

As per existing agreement between WWU and applicable Bargaining Unit's, Facilities Management will provide appropriate work clothing through contracted laundry services, for FM employees who are members of the respective Bargaining Units.

Or, as per existing agreement between WWU and applicable Bargaining Unit's, Facilities Management will provide reimbursement, up to established funding limits, for FM employees who are members of the respective Bargaining Units, and who provide a receipt for personal purchase of appropriate work clothing in accordance with this policy.