

**TENTATIVE AGREEMENT  
BETWEEN THE COAST COMMUNITY COLLEGE DISTRICT  
AND THE COAST FEDERATION OF CLASSIFIED PROFESSIONALS, LOCAL 4794**

**May 25, 2022**

This Tentative Agreement between the Coast Community College District and the Coast Federation of Classified Professionals, Local 4794 (hereinafter referred to as the "Federation") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement ("Agreement") between the parties.

All language currently in effect as stated in the Agreement between the parties is intended to remain unchanged except as agreed below.

**ARTICLE 8. UNIFORMS**

**A. District Requirement.** Employees who are required by the District to wear prescribed uniforms, safety footwear, or identification badges shall have them provided at the expense of the District.

**B. District Approval.** All uniforms, safety footwear, and identification badges shall be selected and approved by the District as to style, color, quality, and insignia.

**C. Uniform Supply.** Employees required by the District to wear a prescribed uniform or safety footwear shall receive an adequate supply, as determined by the District. The maximum allocation of uniform items, per employee per fiscal year, shall be:

1. Up to five shirts.
2. Up to five pairs of trousers/shorts.
3. One jacket for employees whose work requires outdoor duty.
4. Raincoats, overalls, smocks, lab coats, aprons, other specialized clothing, etc., shall be provided in a reasonable number, consistent with the demands of cleanliness and wear, as determined by the District.
5. One pair of shoes. In the event that the District does not provide safety footwear to an employee through a vendor selected by the District, employees will be reimbursed up to \$100 for the purchase of footwear that meets the requirements of the District. If the footwear required exceeds \$100 due to an employee's specialized need, the employee is to request pre-approval to exceed the \$100 limit, and if approved, the District will reimburse the employee for the total cost of the footwear.

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All language currently in effect as stated in the Agreement between the parties is intended to remain unchanged except as agreed below.

**ARTICLE 8. UNIFORMS**

**A. District Requirement.** ~~The District shall purchase uniforms for the employee when the District requires the uniform to be worn by the employee.~~ **Employees who are required by the District to wear prescribed uniforms, safety footwear, or identification badges shall have them provided at the expense of the District.**

**B. District Approval.** ~~The uniforms supplied shall include the items listed below. Each item~~ **All uniforms, safety footwear, and identification badges shall be selected and approved by the District as to style, color, quality, and insignia.**

**C. Uniform Supply.** **Employees required by the District to wear a prescribed uniform or safety footwear shall receive an adequate supply, as determined by the District. The maximum allocation of uniform items, per employee per fiscal year, shall be:**

1. Up to five (~~5~~) shirts ~~per year.~~
2. **Up to five pairs of trousers/shorts.**
3. One (~~1~~) jacket for employees whose work requires outdoor duty.
4. Raincoats, overalls, smocks, lab coats, aprons, other specialized clothing, etc., ~~when required by the District shall be provided in a reasonable number, consistent with the demands of cleanliness and wear, as determined by the District.~~
5. ~~Trousers/shorts when required by the District for safety or appearance.~~
6. ~~Security personnel shall be provided a One pair of shoes per year.~~ **In the event that the District does not provide safety footwear to an employee through a vendor selected by the District, employees will be reimbursed up to \$100 for the purchase of footwear that meets the requirements of the District. If the footwear required exceeds \$100 due to an employee's specialized need, the employee is to request pre-approval to exceed the \$100 limit, and if approved, the District will reimburse the employee for the total cost of the footwear.**

D. Identification Badges. Employees required to wear an identification badge while on duty shall have them provided at the expense of the District. The employee may choose to cover their first or last name on the identification badge, but not both. Badges which are damaged, lost, or destroyed in the course of work, unless due to negligence of the employee, will be replaced at District expense.

E. **Uniform Maintenance.** The maintenance of uniforms is the responsibility of the employee. Replacement of lost or damaged garments will be the responsibility of the employee except in cases where the loss or damage is the direct result of work-related activities. Employee may return uniforms for replacement during a reasonable amount of time if the uniform/garment is defective.

F. **Uniform Advisory Committee.** The District will form a Uniform Advisory Committee to review and make recommendations regarding the use and standards for District uniforms.

The Uniform Advisory Committee shall consist of the following:

- a. One employee, appointed by the Federation, from each college Public Safety department.
- b. One employee, appointed by the Federation, from each College's Maintenance & Operations Department.
- c. One employee from each college, appointed by the Federation, from any other department in which the District determines that employees are required to wear a uniform.
- d. Executive Director of Human Resources and Employee/Employer Relations.
- e. Director of Public Safety from each College.
- f. Director of Maintenance & Operations from each College.
- g. One Director from each college, from departments as set forth in item "c", utilizing uniforms.

7. ~~Part-time security unit members shall be reimbursed half (50%) the reasonable cost of one pair of shoes per year.~~

**D. Identification Badges. Employees required to wear an identification badge while on duty shall have them provided at the expense of the District. The employee may choose to cover their first or last name on the identification badge, but not both. Badges which are damaged, lost, or destroyed in the course of work, unless due to negligence of the employee, will be replaced at District expense.**

E. **Uniform Maintenance.** The maintenance of uniforms is the responsibility of the employee. Replacement of lost or damaged garments will be the responsibility of the employee except in cases where the loss or damage is the direct result of work-related activities. Employee(s) may return uniforms for replacement during a reasonable amount of time if the uniform(s)/garment(s) ~~are~~ **is** defective.

F. **Uniform Advisory Committee.** ~~Each The District entity—Orange Coast College, Golden West College, Coastline Community College, and the District—may will form an~~ **Uniform Advisory Committee to review and make recommendations regarding the use and standards for District uniforms.** ~~with equal representation from each group of employees who are required to wear uniforms. Such committees This shall make their advisory recommendations to the designated College administrator for submission to the District for final approval.~~

**The Uniform Advisory Committee shall consist of the following:**

- a. **One employee, appointed by the Federation, from each college Public Safety department.**
- b. **One employee, appointed by the Federation, from each College's Maintenance & Operations Department.**
- c. **One employee from each college, appointed by the Federation, from any other department in which the District determines that employees are required to wear a uniform.**
- d. **Executive Director of Human Resources and Employee/Employer Relations.**
- e. **Director of Public Safety from each College.**
- f. **Director of Maintenance & Operations from each College.**
- g. **One Director from each college, from departments as set forth in item "c", utilizing uniforms.**

The Uniform Advisory Committee shall forward its recommendations to the Vice Chancellor of Human Resources and the Vice President of Administrative Services at each College for consideration annually. The implementation of approved uniform changes across worksites may be prioritized and scheduled by the Vice Chancellor of Human Resources in consideration of the District's financial priorities.

*Andrew Deaso*

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Andrew Deaso, CFCP President/Date

*Marlene Drinkwine*

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Marlene Drinkwine, Vice Chancellor/Date

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Dr. Elizabeth Dorn Parker, Board President/Date

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