



Mr. Eric T. Hetrick
Chairperson, Plant Negotiation Committee

July 16, 2024

This will confirm our agreement on apparel for Splice Service Technicians. During the summer months, from the Sunday before Memorial Day to the Saturday after Labor Day, Splice Service Technicians shall be allowed to wear shorts as set forth below. Shorts must be Bermuda Style, hemmed at the bottom and a solid color. They will be purchased and paid for by Associates. Shorts must be appropriate in length, no shorter than 1" - 2" above the top of the knee. Shorts must be worn on the hips and no lower. Spandex, mesh and athletic shorts are not allowed.

Shorts may be worn unless one or more of the following occurs:

1. Working aloft, unless in a bucket or on a ladder.
2. Working in a manhole.
3. Working in a trench.
4. Working with lead, a torch, or any type of open flame.
5. Working with a ditch witch (or similar) machine.
6. Working in a crawl space.
7. Working in areas with heavy vegetation.

Socks and appropriate footwear must also be worn at all times.

It is understood that job requirements change throughout the day and if an Associate who is wearing shorts is assigned to any of the above situations, they will be required to change into coveralls or full length trousers. Associates choosing to wear shorts must keep protective clothing with them and change at the job location to minimize non-productive time. Associates will not be allowed time off to change. Coveralls and / or trousers will be supplied by the Associate.

Failure to adhere to these guidelines will result in the employee being asked to travel home (on his / her time) to change into long trousers. Failure to comply a second time will result in the employee's authorization to wear shorts being rescinded for the remainder of the calendar year.

Either party may terminate this Agreement with 30 days' notice.

Chairperson, General Bargaining Committee

AGREED:

INTERNATION BROTHERHOOD OF ELECTRICAL WORKERS

Chairperson, Plant Negotiating Committee