Regulations on Work Clothing and/or Protective Equipment

Article 1 Vital work clothing
1. Work clothing (including footwear) and/or protective equipment will be made available free of charge if an employee needs either or both to fulfil their duties.
2. The mandatory will determine whether an employee will be required to wear work clothing and/or use protective equipment.
3. When buying work clothing, the question of sustainability, wearability and quality will be taken into consideration at the very least.
4. Consultations will take place with the Employees’ Consultative Body or the staff delegation of the Faculty Council on the policy to be pursued in relation to the requirement for and use of work clothing and/or protective equipment.

Article 2 Conditions to be met by work clothing
Work clothing must meet one of the five tax requirements below:
1. Each item of clothing must feature a clearly visible university logo, measuring 70 cm² at the very least.
2. The clothing must be left in the workplace.
3. The clothing must be a uniform or overall.
   Clothing will be deemed to be a uniform if a group of employees wear the same clothing and this clothing is also associated with the organisation, occupation or profession in question after working hours.
4. The clothing must (virtually) only be suitable to be worn while working. For example, a lab coat or overalls.
5. The clothing (also referred to as Personal Protective Equipment (PPE)) must be required by the Working Conditions Act. The following conditions apply too:
   a. The clothing is required under the annual occupational health and safety plan/hazard identification and risk assessment of the department in question.
   b. The clothing is primarily worn during working hours.
   c. Employees are not required to contribute to the cost of the clothing.

Article 3 The availability of and returning work clothing
1. Work clothing will be made available to an employee who is required to have such clothing on the first day of their employment by the employer, in accordance with the provisions of these regulations.
2. Employees will be required to wear the work clothing stipulated by UU while doing their work. Employees will not be permitted to use their work clothing for purposes other than the performance of their duties.
3. All work clothing must be returned within seven days if:
   a. it needs to be replaced;
   b. an employee is no longer employed by UU;
   c. an employee is no longer obliged to wear the work clothing when carrying out their duties.
4. An employee will receive new work clothing to replace the clothing referred to in Paragraph 3 a.
5. An employee will not be compensated for damage to their own clothing if they were not using and/or wearing the work clothing and/or protective equipment required during an incident.

Article 4 Ownership of work clothing
All work clothing and/or protective equipment is and will continue to be the property of UU.

These regulations will enter into effect on 30 May 2018 and supersede the previous Regulations on Work Clothing and/or Protective Equipment.