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**Board Governance Policy Cross Reference:** [1](#), [12](#), [14](#), [16](#)

**Administrative Procedures Cross Reference:**

**Form Cross Reference:**

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**Legal/Regulatory Reference:**

[CUPE 2972 Collective Agreement](#)

[The Employment Standards Code \(Manitoba\)](#)

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The Interlake School Division (ISD) administers the negotiated clothing entitlement of employees as outlined in collective agreements and ensures compliance with [The Employment Standards Code](#) (Manitoba).

1. In accordance with Article 20.01 of the [CUPE Collective Agreement](#), the employer shall supply to all employees at least one (1) coverall or smock and shirts and pants as required. Each person may order two (2) shirts (long sleeve or short sleeve or a combination of both) and/or two (2) pairs of pants or shorts, or a combination of both.
2. An employee who elects to wear CSA approved footwear while performing their job will (with original receipt) be reimbursed up to \$200.00 per year for the footwear purchase. This credit may be carried over one year.
3. Employees who have been provided uniforms/safety footwear are expected to wear these while at work.