



**DID YOU KNOW THAT...**

**WITH RESPECT TO HEALTH AND SAFETY AT WORK**

By virtue of the Act respecting industrial accidents and occupational diseases (LSST), the College must take the necessary measures to **protect the health** and **ensure the safety and physical well-being** of its workers. (article 51, LSST)

**WITH RESPECT TO APPAREL AND UNIFORMS**

The College shall furnish its employees, free of charge:

- with any uniform, the wearing of which is required by the nature of the work;
- any special apparel specified in regulations or standards promulgated in accordance with Acts respecting **occupational health and safety**;
- any other **protective clothing** or accessories necessary for the **health and safety of the employees** in the exercise of their duties, such as:
  - waterproof garments
  - raincoats
  - boots
  - adjustable safety goggles
  - overalls and aprons
  - and other items of the same nature, etc.

If, for the employee's hygiene, health or safety, certain duties require that he wear special garments or accessories other than those outlined above, these shall be determined by agreement between the Union and the College. (clause 7-9.01)

The uniforms and garments supplied by the College shall remain its property. They may only be replaced if the employee returns the old uniform or garment to the employer, except in circumstances beyond control. The College decides whether a uniform or garment should be replaced. (clause 7-9.02)

**WITH RESPECT TO TOOLS REQUIRED BY THE JOB**

No employee shall be bound to supply the tools necessary for carrying out his work. (clause 7-9.03)

Other Information Capsules or Application Guides can be found on the FPSES website under the tab "**Guides d'interprétation**". This will answer many of your questions.

Feel free to contact your local union for further information or to suggest new topics.

