

Transit Operator Uniform Policy

All Metro Operators are provided with a uniform in accordance with the terms and conditions of the labor agreement and the established uniform policy. Operators are required to be in authorized uniform clothing while in pay status. Authorized items include items provided by Metro Transit and select Local 120 items. Operators are required to be in proper uniform when checking-in for shifts through the time operator's check-out.

Per APM 2-33 section C-9, employee dress and hygiene should not adversely affect the performance of the individual or fellow employees and department operations. All City of Madison employees are expected to meet the dress code policy and ensure dress and/or personal hygiene does not constitute a health or safety violation.

General Uniform Guidelines:

- Uniforms are to be laundered and clean for each shift. Items with excessive wrinkles and stains cannot be worn.
- Uniforms must be in good condition and fit properly. Clothing must be tastefully worn and cover employee appropriately.
- Uniforms may be tailored at the Operator's own expense for a better fit. Tailoring or alterations may not be made to change the overall appearance of the clothing or the current Metro logo.

Shirts:

- Only Metro issued shirts are allowed.
- Button-up shirts must be tucked in, shirts that are required to be tucked in must have an accompanying belt that matches the shoe color
- Operators may wear undershirts (short sleeved or long sleeved) so long as they are a uniform color and have no text or logos on them.

Bottoms:

- Only Metro issued pants or shorts are allowed.

Jackets and Coats:

- Only Metro issued jackets and coats are allowed.
- During periods of extreme cold, a non-Metro issued coat may be worn while enroute to and from relief points. They are not allowed to be worn while in-service.

Sweaters and Vests:

- Only Metro issued sweaters and vests are allowed.
- Sweaters and vests must be worn over an authorized uniform shirt.

Shoes & Socks:

- Shoes must be solid in color and either black or brown, have a closed toe and cannot have a heel of more than 2".
- Socks must be plain black and absent of any logos or designs.

Hats:

- Only Metro issued or Local 120 hats in navy, white or black are allowed.

Local 120 Items: (*items not listed here are not allowed*)

- A Local 120 hat in navy, white or black is allowed.
- A Local 120 patch or pin is allowed on the hat or on the uniform but may not obscure the Metro logo.

Operators who report for work, or are in the field, and are not in compliance with the uniform policy will be subject to progressive discipline up to and including termination.