

Memorandum

To: Region Chiefs
Assistant Region Chiefs
Unit Chiefs

Date: June 7, 2006

Telephone: (916) 324-6976

Website: www.fire.ca.gov


From: **Larry Menth, Assistant Deputy Director, Labor and Human Resources
Department of Forestry and Fire Protection**

Subject: CDF T-Shirt Policy

The CDF T-Shirt Policy that was issued in March, 2005 is attached. This policy is still in effect. In an arbitration decision that was issued in February, 2006, it was determined that CDF violated the policy in two units. This memo is intended to clarify several portions of the policy so that the policy is applied consistently in accordance with the arbitrator's decision.

- The decision on when it is appropriate for an employee to wear the T-shirt in lieu of the work response shirt must be made by the Company or Chief Officer who is at the work location and can make that decision based on the current working conditions. **Any bright line rule that prevents the officer in charge from using his or her judgment to apply the T-shirt policy would violate the policy.**
- The health, comfort, or safety exception is one that applies in vehicles or in stations, **regardless of the likelihood of public contact.**
- An employee complaint is not necessary to obligate the Company or Chief Officer to make a determination that the T-shirt is appropriate.

The arbitrator also ruled that the Company and Chief Officers must be trained in the interpretation of the T-Shirt Policy. Please distribute this memo, along with the attached CDF T-Shirt Policy, to all of your Company and Chief Officers and make sure that they all understand and adhere to these requirements.

Questions regarding the interpretation of the arbitrator's decision should be directed to the Labor Relations Office.

Attachment

cc: Director
Chief Deputy Director
Chief of Fire Protection Programs

Assistant Deputy Director of Co-op Fire Protection, Training & Safety
Assistant Deputy Director of Fire Prevention & Planning
Deputy Director, Resource Management
Assistant Deputy Director, Resource Protection & Improvement
Assistant Deputy Director, Forest Practice
Deputy Director, Management Service