

**ARTICLE 21**  
**GROOMING AND ATTIRE**

The Employer and the Union agree that employees have an obligation to maintain reasonable grooming and attire standards which bear a reasonable relationship to their work.

The parties agree that grooming and attire standards may not be harmful to employee health or safety.

The Employer will not be arbitrary or capricious when requiring any employee to conform to any standards. UAW members are entitled to wear clothing that otherwise complies with the Employer's grooming and attire standards which displays the UAW logo. Such logo shall not exceed three and one half (3 ½) inches in diameter.

In a grievance over this Article, the Employer shall have the burden of demonstrating that the grooming and attire standard bears a reasonable relationship to the work of the employee and the operational needs of the Employer.