

77 FLRR 2-2097

**American Federation of Government
Employees, Local 1164 and Department of
Health, Education and Welfare, Social
Security Administration, Boston, MA**

LAIRS 11084

July 13, 1977

Judge / Administrative Officer

Arbitrator: Arnold M. Zack

Related Index Numbers

**69.078 Management Rights, Promulgation of
Agency Rules**

78.099 Work Rules, Mode of Dress

Case Summary

Management violated the contract by requiring male employees to wear neckties during working hours. During the Summers of 1974,1975, and 1976, employees were allowed to work without wearing neckties. In 10/76, the District Manager circulated a memorandum requiring the wearing of neckties. The contract required that the mode of employees' dress be consistent with accepted standards of business offices dealing with the public, and that employee appearance was a proper subject of consultation at the District level. The arbitrator determined that management did not have the contractual authority to unilaterally establish a dress code for employees. The contract required employees to dress according to an objective standard, i.e. The mode. . . The mode of dress of employees in business offices dealing with the public in the local area. The arbitrator was persuaded by a survey of local private business and government offices that the wearing of neckties was not required. Management was ordered to make the wearing of neckties optional with the employees.