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| | U·S·DEPARTMENT OF THE INTERIOR<br>**OFFICE OF SURFACE MINING**<br>**RECLAMATION AND ENFORCEMENT**<br>**DIRECTIVES SYSTEM** | Subject Number: INE-16 Rescinded<br>Transmittal Number: 164<br>Date: 3/24/83 |

Subject: Uniform Standards and Allowance

Approval: J. L. Johnson Title: Director

1. Purpose. This directive establishes the Office of Surface Mining (OSM) policy and standards for uniform wear and prescribes which employees shall wear the uniform and when. In addition, it establishes the uniform allowance and the procedures for administering the allowance.

2. Definitions.

a. Uniform Allowance. A sum of money authorized by OSM for use of an employee to help defray the cost of purchasing a uniform. It is not intended to cover the total cost of all uniform items, nor is it intended to be used for protective clothing and equipment. Protective-clothing is provided by OSM and is covered in OSM Directive ADS-2. Allowance funds are not to be used for uniform cleaning or maintenance.

b. Permanent Employee. All employees in the positions listed in 3.b. (1) holding career or career conditional appointments regardless of the extent or nature of their tour of duty.

3. Policy/Procedures

a. Background. In the past, the option of an inspector dress code was the prerogative of each Regional Director, and since the reorganization, the applicable Field Office Director. As a result, OSM inspectors in different areas wear different apparel and there was little or no uniformity.

b. Policy.

(1) Personnel Required to Wear the Uniform. OSM has divided uniform wearing requirements into two categories, those personnel who are required to wear the uniform full time and those personnel who are required to wear the uniform only when engaged in inspection duties as an addition to their regular assigned duties.

(a) Personnel Required to Wear the Uniform on a Full Time Basis. The following permanent personnel are required unless specifically excepted in writing by the Assistant Director, Program Operations and Inspection, to own and wear the OSM uniform at all times when engaged in their official duties:

Surface Mining Reclamation Specialists

(b) Personnel Required to Wear the Uniform on a Part Time Basis. The following permanent personnel are required to own and wear the OSM uniform when engaged in performing on-site mine inspections (at all other times these personnel, at the discretion of the Field Office Director, may wear appropriate civilian attire):

Area Office Managers
Regulatory Program Specialists
Federal Project/Reclamation Specialists

(c) Authorization Statement. Employees required to wear the uniform will be advised by a statement included in the employee's position description and in vacancy announcements. The standard authorization statement will be as follows:

"A condition of your employment is the wearing of the official Office of Surface Mining Uniform in the manner prescribed in the Uniform Standards and Allowance Directive."

(2) Uniform Allowance. The maximum uniform allowance prescribed by law for OSM is $125.00 per employee, per annum (on a fiscal year basis). Each employee required to wear the uniform, both on a full and part time basis, will be authorized the $125.00 allowance each fiscal year. The allowance will be paid automatically each year to applicable employees in accordance with the instructions in paragraph 3.d. (2) below.

(a) Refunds. No employee shall be required to make a refund of an advance intitial allowance payment, provided the payment was properly made and that the employee complied with the conditions under which the allowance was granted. However, a refund may be required when the entire annual replacement allowance is paid in advance and the employee ceases to be entitled to a uniform allowance due to a change in position, transfer, resignation, retirement, etc. In such cases the employee shall be entitled to one-fourth of the annual allowance for each quarter or portion thereof in which he/she remained eligible for a uniform allowance; the remainder of the allowance shall be recovered from the employee or deduction from salary or other amounts due to the employee.

c. Responsibilities.

(1) Director. It is the responsibility of the Director to determine the uniform to be worn; prescribed which OSM employees will wear the uniform; and to set the standards for uniform wear.

(2) Assistant Director, Program Operations and Inspection. The Assistant Director, Program Operations and Inspection shall be responsible for insuring that supervisors and employees comply with the provisions of this directive.

(3) Chief, Division of Management Services. The Chief, Division of Management Services shall be responsible for setting the price of each article of clothing constituting the uniform; conducting yearly reviews of price lists of representative suppliers and selecting a vendor; and initiating, establishing and monitoring a procedure for insuring that each employee, required to wear the uniform, is advised of the vendor selection; and insuring that the selected supplier has a sufficient stock of the OSM shoulder and hat emblems to meet the uniform orders.

(4) Field Office Directors. Shall be responsible for insuring that, the correct allowance for the coming fiscal year is requested for each of their employees required to wear the uniform in accordance with the procedures contained in paragraph 3.d. (2) below and that allowances are requested for new employees entering on duty during the fiscal year.

(5) Supervisors. Conscientious supervision is the key to good uniform appearance and management. Supervisors at all levels are responsible for assuring compliance with the provisions of this directive by all employees designated to wear the OSM uniform.

(6) Employees. OSM employees designated to wear the OSM uniform are responsible for (1) providing themselves with the uniform requirement specified by this directive; (2) wearing it in accordance with this directive; and (3) maintaining and replacing uniform items as necessary.

d. Procedures.

(1) Uniform Requirements. The OSM uniform will consist of those items contained in Attachment 1 to this directive. Attachment 1 is the minimum uniform requirement within the uniform allowance. Employees may purchase additional uniforms at their option, however, the allowance will remain the same. Items such as boots, hard hats, safety glasses, etc. are considered as protective equipment and; therefore, are not included as uniform items and likewise are not considered as part of the uniform allowance. The prices indicated in Attachment 1 are estimated based on the current recommended supplier. The official supplier and the fixed price of items will be provided to each employee by memorandum prior to the payment of the yearly allowance. Employees will purchase uniform items only from the vendor designated by the Chief, Division of Management Services.

(2) Requesting Payment of Uniform Allowances. Prior to October 1st of each fiscal year, each Field Office Director will request a uniform allowance payment for each permanent employee required to wear the uniform both on a full and part time basis. This request will be by memorandum to the Chief, Branch of Financial Operations to arrive in that office not later than October 1st each year and will contain the following information:

Name of Employee
Social Security Number
Amount of Allowance Requested
Account Number
Mailing Address for Check

(a) In addition to the yearly request for uniform allowance payments, each Field Office Director will insure the full uniform allowance payment is requested for each new employee, entering on duty during the year, who is authorized to wear the uniform on a full or part time basis. The same procedure outlined above for requesting the yearly allowance payment will be followed for new employees entering on duty.

(3) Uniform Specification. Attachment 2 contains the specification for the OSM uniform. Deviations from these standards will not be permitted without the prior approval of the Assistant Director, Program Operations and Inspection.

(4) Wearing of Uniform. Employees required to wear the OSM uniform will wear it according to approved standards and maintain a high level of personal appearance. When the uniform is worn, it will not be mixed with non-uniform items, or vice-versa. The only exception will be for those employees who, as a result of their official duties, perform covert surveillance operations. Such personnel will, insofar as practical, wear the official OSM jacket or parka as the outermost garment if required to perform on-site inspections direct from the surveillance operation. All other clothing worn with the jacket or parka will be appropriate for the conditions of the surveillance and meet approved safety standards. With the exception of going to or from work, employees are not to wear any uniform items while off duty.

(5) Uniform Appearance Standards. The following are the minimum acceptable appearance standards when wearing the OSM uniform:

(a) Nylon Jacket.

- Clean, free of spots or stains.
- Not ripped or torn.
- Outermost garment worn.
- OSM patch on left sleeve, 1½" below shoulder seam, centered, straight and securely sewn all around.
- Word "INSPECTOR" embroidered in tan thread ½" over left breast pocket in ½" block letters.

(b) Parka

- Clean, free of spots or stains.
- Not ripped or torn.
- Outermost garment worn.
- OSM patch on left sleeve, 1½" below shoulder seam, centered, straight and securely sewn all around.

- Hood either worn on the head, attached below collar and free hanging, or unzipped and removed from parka.

(c) Shirt (short and long sleeve).

- All buttons kept buttoned, except top button (collar).
- Worn neatly tucked in.
- Clean and neat at beginning of each work day or shift.
- No evidence of wear on cuffs, collar points, or other places.
- OSM patch on left sleeve, 1½" below shoulder seam, centered, straight and securely sewn on all around.
- Word "INSPECTOR" embroidered in black thread ½" over left breast pocket in ½" block letters.
- T-shirts, if worn, may show around the area of the top shirt button.

(d) Trousers

- Proper fit.
- No sign of wear.
- Must always be clean and neat at start of each work day or shift.

(e) Cap (solid or ventilated).

- Small OSM patch (emblem) centered just above bill on front.
- Free of grease spots, hair oil, or other soil.

(f) Belt.

- Leather showing no wear or stain spots.
- Buckle must be plain brass.
- Key rings (if worn) are inconspicuous, holding only keys essential to official duties.

(g) Personal Items.

- Campaign buttons, service club pins, memorabilia, etc. not worn on the uniform.

- No personal items are to be worn which interfere with the safe performance of the job.

- No uniform item obtained from unauthorized sources may be substituted for required uniform items.

- Personal garments, such as vests, sweaters, long underwear, etc. when worn with the uniform are never visible.

(6) Personal Appearance Standards. It is recognized that there is a wide variety of local feeling and public acceptance of personal appearance styles. The OSM standards are, therefore, intentionally broad and offer a wide range of choice.

Hair styles shall be arranged so that employees can safely and capably perform their assigned duties and so they do not detract from the overall uniform appearance. If a hat or cap is required, the hair style must be appropriate to allow proper fit.

Sideburns, beards, and mustaches should be neat, clean and well trimmed. However, the Field Office Director may recommend stricter standards for approval to the Assistant Director, Program Operations and Inspection when there is sufficient evidence that stricter standards are needed for job performance.

(7) Disposition of Uniforms. Once purchased, the uniform will become the property of the individual employee although the employee is subject to accountability for the uniforms during his employment tenure. If the employee is separated, resigns, retires, or transfers to a position not covered by the uniform requirement the employee may retain, if desired, all uniform items purchased. The employee, however, will insure that the OSM patch (emblem) is removed from the parka, jacket, shirts, and hats.

4. Reporting Requirements. None

5. References.

a. 334 DM Uniform Allowances.

b. 370 DM 594 addition to FPM - Allowances for Uniforms.

c. Federal Employees Uniform Act of 1954.

d. OSM Directive ADS-2, "Safety and Environmental Health Management Program."

6. Effect on Other Documents. This directive supersedes INE-16 dated July 1, 1982.

7. Effective Date. The effective date of this directive is upon publication. One year from the effective date of this directive, the uniform requirements will be reviewed to determine continuing applicability to designated personnel; a need for additional personnel to be designated for uniform wear; the appropriateness of full time versus part time wear; and the need for changes in the uniform items.

8. Contact. Assistant Director, Program Operations and Inspection, telephone 343-4225.

Attachment 1

MINIMUM UNIFORM REQUIREMENTS

| Uniform Item | Number Required | Cost Per Item (1) | Total Costs (1) |
|---|---|---|---|
| Parka, winter, number 1724 | 1 | $ 50.00 | $ 50.00 |
| Jacket, nylon, recruit | 1 | 38.95 | 38.95 |
| Trousers, dark brown, #67440 | 3 | 22.00 | 66.00 |
| Shirt, khaki, #61880, long sleeve, (2) | 3 | 16.00 | 48.00 |
| Shirt, khaki, #61880, short sleeve, (2) | 2 | 13.00 | 26.00 |
| Cap, ball, brown (3) | 1 | 4.95 | 4.95 |
| Belt, 1 3/4" wide, black, plain, or basket weave (4) | 1 | 6.00 | 6.00 |
| Total Cost | | | $239.90 |

(1) Cost is estimated and includes sewing of shoulder patchs and lettering.

(2) Five shirts are total requirement (any combination of short and long sleeves is acceptable). Employees may, at their option, purchase additional shirts and trousers.

(3) Cap is not to be worn on mine sites where hard hat is required for safety purposes. At the employees option, the cap may be either solid, vented, or the employee may utilize both.

(4) Belt may be procured from any commercial source to meet requirements of plain belt with plain brass buckle.

PARKA 1724-SPECIFICATIONS

SHELL FABRIC: Yukon Cloth - 100% Dacron Polyester with a back coating of Bunanytrl. Water repellent finish on face fo fabric.

Fabric meets strength test by the grab method: Warp 238 lbs. and filling 183 lbs. Abrasion resistance of over 5500 cycles (ASTN D-1175-71) using a Taber Abrader, H38 wheels - 500 gram Degree of wear - Initial Rupture. Water repellency test on the face of fabric had a spray rating of 90. In addition fabric is wind proof.

ACID RESISTANT: Fabric has excellent resistance to Acid and Alkalis.

LINING: The lining fabric is 104 X 88 single ply 70 Denier Nylon with water repellent finish quilted to 5 oz. Bonded Dacron Hollofil 808 Polyester fiber fill. The front lining is sewn to a facing of shell fabric approximately 3" wide. There is a track for the waist drawcord sewn double-needle to the back of the lining. The lining has an underarm shield made of shell fabric.

INTERLINING: The fronts, collar, pocket facing, pocket flaps and cuffs are interfaced with Lantuck or Pellon fabric.

FRONT: The zipper closure is a heavy duty aluminum separating zipper (Talon #9, Scovill #7 or YKK #10) over an inside fly, rounded at the top and bottom. A heavy duty drawcord with both ends capped is placed at waist length and inserted through two metal eyelets in the front facings. There are two 9" extra large muff pockets and two lower set-in flap pockets. Pocket lining is heavy weight drill or Kasha (3yd. or heavier).

SLEEVES: The sleeves are set in with an additional top stitch all around. The outer sleeve seam is double stitched. The sleeve bottom has a turn up over the quilted sleeve lining, with an inner flaired knit wristlet. There is a double pencil pocket on the left upper sleeve.

COLLAR & HOOD: The collar is 4" wide made of two pieces. The under collar is Star-stitched to interfacing. There is a 3/8" stitching border around the perimeter of the collar. A 10" separating aluminum #5 zipper is set between the collar and back of neck on the outside of garment. This zipper is attached to a 3 piece hood. Hood zippers are interchangeable throughout this style. The bottom of the hood has an extension that covers the zipper. The shell of hood has a one inch turn back that forms a channel for a heavy duty drawcord, tipped at both ends. The hood is easily removeable by separating the zipper.

STITCHING & REINFORCEMENT: The sides, shoulder sleeves and Hood seams are all double-stitched. The zipper bottoms and all pockets are reinforced with bar tacks. Heavy duty Polyester thread is used throughout. There is triple stitching at the bottom of the garment.

LENGTH & FIT: The garment is 32" long and is tailored to be worn over a jacket, vest or sweater.

EMBLEM: Office of Surface Mining emblem to be sewn on left sleeve 1¼" down from center of shoulder.

SPECIFICATIONS "WALKING TALL" TROUSERS

COLOR Dark Blue # 67440

FABRIC "Walking Tall" 65% Polyester/35% Combed Cotton, 8 ounce per square yard, 3 x 1 right hand twill. Construction: 112 Warp x 52 Filling, Post cured finish. Fabric must be treated with "SOIL-BAR" soil release and wicking finish. All colors must be vat dyed.

DESIGN The trousers shall be made using a uniform pattern. They shall be plain front with 2 1/4 top pockets, 1 watch pocket, and 2 back pockets.

POCKETS The front pockets shall have a minimum opening of 6-1/2" and shall be 6" deep from the bottom of the opening. They shall be stitched, turned, and restitched. The back pockets shall have a minimum opening of 5-1/2" and shall be 6" deep. They shall be made with a Reese FW automatic machine. The left back pocket shall have a tab to button. The watch pocket shall have a 2-1/2" to 3" opening and shall be 3" deep. It shall be located 2" to 3" to the front of the right side seam at the waistband. For added strength, the watch pocket, front and rear pockets shall have straight bartacks.

POCKETING All pocketing shall be 65% Polyester/35% Cotton. The front pockets shall be constructed from one piece of material with a woven reinforced area starting at the bottom and extending up approximately 3-1/2". From the bottom up it shall be woven 96 x 60. From this stopping point the pocket should be woven 72 x 60. Since this rainforced area assures double wear, no other type pocketing will be acceptable. All pocketing shall harmonize with the outer fabric.

WAISTBAND The waistband shall be 2" wide and shall be closed with a crush-proof hook and eye, the eye being bartacked for stability. The waistband curtain shall be 65% Polyester/35% Cotton. It shall be attached with a recap machine. Waistband stiffener 3/4" in width shall be sewn into the waistband on the front of the trouser from side seam to side seam. This is to prevent waistband rollover. The trousers are to be made with a continuous closed waistband.

INSIDE TRIM The right fly lining shall be of the same fabric and color as the waistband curtain. The right fly lining shall be sewn to the left fly below the zipper. The inside left fly shall be reinforced with Pellon. The crotch lining shall be serged to each front. A separate French fly made of the outer fabric shall be sewn to the inside right fly.

BELT LOOPS There shall be a minimum of 5 drop belt loops on sizes 28, 29, and 30, and a minimum of 7 drop belt loops on all sizes over 30, each loop being 3/4" wide. They shall be blind stitched so no stitching shall be seen on the outside of the loop. Except for the center back loop, which shall be tacked on, all loops shall be sewn into the recap at the top and bartacked 1/4" below the waistband so as to accomodate a 2" belt.

ZIPPER — The trousers shall be closed with a Scovil Guardloc zipper. There shall be a brass bottom stop at the base of the zipper chain. A straight bartack shall be sewn through from the outside of the garment to the inside at the bottom of the fly. It shall be sewn through the zipper tape, the right and left fly, and the right fly lining. The right and left fly shall be joined by an additional bartack located below the bottom zipper stop on the inside of the trouser. This bartack will reduce stress on the left fly and zipper.

SEAMING — The entire trouser is to be seamed with Polyestar core thread and the seat seam shall be stitched with a tandem needle seat seaming machine. All exposed inside seams of the trousers are to be serged.

FINISHING AND PRESSING — The trousers shall be made in a first class workmanlike manner with all loose threads removed. They must be pressed completely, properly, and oven cured using only the most modern method. Side seam, inseam, and seat seams are to be pressed open. There must be a Texpak clip attached to the top fly of the finished trouser to insure proper shape retention during shipping.

SIZE TAGS — The trousers must have a sewn in WALKING TALL label giving cleaning instructions. They shall be a waistband ticket showing lot number, size, fiber content, and WPL number.

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SPECIFICATIONS

"WALKING TALL"
LONG SLEEVE SHIRT

COLOR Khaki # 6/850

FABRIC "Walking Tall" 65% Polyester/35% Combed Cotton, 5-1/2 ounce per square yard, 2 x 1 right hand Twill, construction 114 warp x 52 filling. Pre-cured finish. Fabric must be treated with "Soil-Bar" soil release and wicking finish. All colors must be vat dyed.

CREASING Pockets and pocket flaps to be die creased to give uniform shape and size.

COLLAR The banded collar is to be die cut. The back of the stand is to measure 1-5/8". The points, widespread, are to be 3-1/4" in length and top stitched 1/4" from the edge. The interlinings are to be 100% polyester. Permanent collar stays of proper length are to be sewn inside the collar so that no stitches are made through the bottom leaf. The stand shall fasten with one button.

SLEEVES. To be straight and whole. The cuffs shall be 2-1/2" - 2-3/4" wide and shall be top stitched 1/4" around the edge of the cuff. The cuff will close with one button. The sleeves must be secured to the body of the shirt by means of a merrow stitch with a safety stitch so as to strenghten the seam. The same stitch must be used on the side closing seam as well.

FRONT The front shall be a French front and shall close with seven buttons.

POCKETS To have 2 pointed breast pockets to finish 5-1/4" wide and 6" long at the point. The left breast pocket to have a pencil holder made of a separate piece of fabric inserted into the pocket edge and topstitched on the other edge so as to have an opening of 1-1/2". Pockets to be closed with a button.

FLAPS The flaps shall be pointed and be 5-3/8" wide, 2-1/2" at the point and 1-3/4" at the sides. They shall be die cut and creased to insure uniformity with a 1" pencil opening through the left flap.

COLLAR STAYS The collar stays shall be of good quality Stalar vinyl, of proper length.

INTERLINING The collar and collar stand linings will be of 100% Polyester interlining.

SIZE & LABEL MARKINGS Neck size, sleeve length, and lot number shall be marked with indelibile ink on the inside of the collar stand. A "Walking Tall" label showing fabric content and care instructions must be sewn in every shirt.

BUTTONS All buttons shall be made from thermosetting polyester material and must match the fabric.

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| PRESSING & PACKING | Shirts shall be carefully pressed by hand in a first class manner. Shirts are to be shipped in strong boxes so as not to be damaged in shipment. |
| LETTERING | Garment to have the word "INSPECTOR" embroidered in black thread over left pocket in ¼" block letters. |
| EMBLEM | Office of Surface Mining emblem to be sewn on left sleeve 1½" down from center of shoulder. |

SPECIFICATIONS

"WALKING TALL"
SHORT SLEEVE SHIRT

COLOR Khaki # 6110

FABRIC "Walking Tall" 65% Polyester/35% Combed Cotton, 4.25 ounces per square yard, plain Poplin. Construction: warp 110 x 60 filling. Pre-cured finish. Fabric must be treated with "Soil-Bar" soil release and wicking finish. All colors must be vat dyed.

CREASING Pockets and pocket flaps to be die creased to give uniform shape and size.

COLLAR The collar is to be die cut. Convertible collar to measure 3-1/4" long at the points and top-stitched 1/4" from the edge. The interlinings are to be 100% Polyester. Permanent collar stays of proper length are to be sewn inside the collar so that no stitches are made through the bottom leaf.

SLEEVES Sleeves are to be straight and whole and have a 1/2" hem and finish 9-1/2" long from the shoulder seam. The sleeves must be secured to the body of the shirt by means of a merrow stitch with a safety stitch so as to strengthen the seam. The same stitch must be used on the side closing seam as well. Sleeve seam to be bartacked at the bottom of the hem for extra strength.

FRONT Each front shall have a facing 3" in width extending from neckline to bottom of shirt provided by a turn-under of the material. The left front shall have 7 buttonholes 3/4" from edge, 3-1/2" apart. Buttons to be strongly attached through the 2 thicknesses of material which form the right front and shall correspond to each buttonhole.

POCKETS To have 2 pointed breast pockets to finish 5-1/4" wide and 6" long at the point. The left breast pocket to have a pencil holder made of a separate piece of fabric inserted into the pocket edge and topstitched on the other edge so as to have an opening of 1-1/2". Pockets to be closed with a button.

FLAPS The flaps shall be pointed and be 5-3/8" wide, 2-1/2" at the point and 1-3/4" at the side. They shall be die cut and creased to insure uniformity with a 1" pencil opening through the left flap.

COLLAR STAYS The collar stays shall be of good quality Stalar vinyl, of proper length.

INTERLINING The collar lining will be of 100% Polyester interlining.

SIZE & LABEL MARKINGS Neck size and lot number shall be marked with indelible ink on the inside of the collar stand. A "Walking Tall" label showing fabric content and care instructions must be sewn in every shirt.

BUTTONS All buttons shall be made from thermosetting polyester material and must match the fabric.

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| PRESSING & PACKING | Shirts shall be carefully pressed by hand in a first class manner. Shirts are to be shipped in strong boxes so as not to be damaged in shipment. |
| LETTERING | Garment to have the word "INSPECTOR" embroidered in black thread over left pocket in ½" block letters. |
| EMBLEM | Office of Surface Mining emblem to be sewn on left sleeve 1½" down from center of shoulder. |

SPECIFICATIONS RECRUIT JACKET

FABRIC: Outergoods: Greenwood Mills Nylon Parka cloth, 100 denier, 2-ply 100% Nylon taffeta with 1/4 oz. Acrylic coated Durable Water Repellant finish.

Lining: 70 denier single ply nylon taffeta, 88 pick.

Color: Brown

DESIGN: The jacket shall be a permanently lined windbreaker style uniform jacket with a plain back, shirred waistband, convertible jacket collar, patch front pockets and a zipper front closure to the neck.

BODY DETAIL: Front--the front shall close with a Treated Tape, Brass Talon jacket zipper to the neck.

FRONT POCKETS: There shall be two mitered patch and pleated pockets lined with pellon for stability. The pockets shall finish to be 5-1/2" wide and 6-1/4" long with the center pleat being 1-3/8" wide. The pockets shall be attached with single needle stitching leaving a 1/4" welt along the edges. The top of the pockets shall be bartacked for extra strength.

POCKET FLAPS: The pocket flaps shall be scalloped with the center peak being 3" at the widest point. They shall be attached 1/4" above the patch pocket, being attached with single needle stitching. There shall be a sewn-in buttonhole in the center of the flap to accommodate a 24 ligne metal button.

BACK: The back shall be plain and of one piece. The bottom shall be shirred using 2" wide Polyester elastic and shall extend from 2" forward from the front side seam all around the back of the jacket.

EPAULETS: The epaulets shall be made of self goods lined with pellon. They shall be 2-1/2" wide at the sleeve seam, tapering to 1-3/4" at the pointed end. They shall be sewn into the sleeve seam and top and cross stitched. Epaulet must extend underneath collar.

COLLAR: The collar shall be made of self goods and lined with pellon. It shall be of the convertible type, however, with an inset collar band 1" wide tapering into the collar seam. The collar points shall finish 4" at the widest point and shall be sewn with single needle stitching, leaving a 1/4" welt at the edges.

SLEEVES: The sleeves shall be of the jacket type, plain, and of one piece. The cuff shall be sewn into the sleeve end to finish 2-1/4" wide with a button and buttonhole closure.

INSIDE DETAIL: Lining: The jacket shall be permanently nylon lined with plain fronts and back.

Inside pocket: There shall be a left inside breast patch pocket 6" wide x 6-3/4" long.

FINISHING: The jacket shall be made in a first class workmanlike manner with all loose threads removed. They must be pressed completely and properly.

LABEL: The jacket must have a sewn-in label giving care instructions and shall be marked with lot number, fiber content, size, and WPL number.

LETTERING Garment to have the word "INSPECTOR" embroidered in tan thread over left pocket in ½" block letters.

EMBLEM Office of Surface Mining emblem to be sewn on left sleeve 1½" down from center of shoulder.

SPECIFICATION

WORK CAP

STYLE

Baseball style cap, close fitting, with a six-piece contour shaped unlined crown, with eyelet centered on each crown piece; a mesh stiffener at front; an interlined visor; and a sweatband.

MATERIALS

Top and under visors and the six crowns shall be made from self material. The front stiffener material shall be a stiff, heat set raschel knit nylon or polyester weighing a minimum of 10.5 ounces per square yard. The visor interliner shall be a sheet stock of a non absorbing material such as sheet rubber. The tape for crown seams and the sweatband material shall be made from self-fabric or a blend of polyester/cotton or polyester/rayon.

VISOR

The sheeting piece shall be covered with the top and under visors and sewn together with 4 parallel rows of 301 stitches that follow the contour of the visor. The visor shall finish smooth without twists or puckers.

SWEATBAND

The sweatband shall finish a minimum of 1½ inches wide and be interlined with an absorbent nonwoven fabric or foam sheeting. The sweatband shall lay flat and shall not pucker, curve, arc, buckle or twist.

CROWN

Crown pieces shall be sewn together, the seam allowance pressed flat, then sewn down with 5/8 inch wide tape with stitch type 301 or 401. The eyelets shall be sewed eyelets with all raw edges of the material covered or metal eyelets that are made from a non-corrosive metal such as aluminum. The two front crown sections shall be lined with the raschel knit stiffeners. In addition there shall be a second, edge taped raschel knit reinforcement piece 3 inches high by 7 inches wide with the bottom caught in the sweatband seam.

CLOSING SEAMS

The visor and sweatband shall be sewn to the crown with type 301 stitch and the sweatbnad shall finish smooth and be flat against inside of cap. A button covered with self material shall be set into the crown at the junction of the 6 crown pieces.

SPECIFICATION

WORK CAP

REAR OUTLET

The rear outlet cut shall be folded under and taped down. The size adjuster shall be plastic tape, black or dark green color with holes and pins that snap together to provide a secure closure.

BUREAU OF SURFACE MINING PATCH

An approved Bureau of Surface Mining patch shall be sewn to and centered on the front crown.

THREAD

The thread shall be polyester, size 40 or cotton-covered polyester, size 50 color dyed to match self fabric.

STITCHES PER INCH

The stitches per inch shall be 10-14 for all operations

SIZES

There shall be a minimum of two caps in the size distribution. One cap that fits everyone shall not be allowed.

FABRIC

8 oz. Chetopa IV, 65% polyester, 35% cotton, Brown to match trousers.