 DEE CRAMER <small>HEATING / COOLING / SHEET METAL</small> <i>Dedicated People. Delivering Quality.</i>	Dee Cramer, Inc. Safety Management System	Doc No:	SHORTPANT
		Initial Issue Date:	1/7/2026
SERVICE TEAM SHORT PANT POLICY		Revision Date:	Initial Version
		Revision No.	0
		Next Review Date:	1/7/2028
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1. Purpose

This policy outlines the conditions under which HVAC Service Technicians may wear shorts during service calls to maintain comfort while ensuring professionalism, safety, and compliance with customer and site-specific requirements.

2. Scope

This policy applies exclusively to HVAC Service Technicians. No other job classification or employee group is permitted to wear shorts while on duty.

3. Policy Details

Temperature Requirement: HVAC Service Technicians may wear shorts **only when the outdoor temperature is 75°F (24°C) or higher** on the day of the service work.

Work Location Limitations:

- Shorts may **only be worn on non-construction site service jobsites.**
- Shorts are **not permitted** at:
- Any **construction job site**
- Any **company-owned fabrication/sheet metal shop**

Customer and Worksite Policies:

Technicians must comply with all customers or jobsite dress code policies. If a job site prohibits shorts, **the technician must immediately change into long pants** before entering the premises.


Long Pants Requirement:

Technicians choosing to wear shorts must **keep a clean, durable pair of long pants readily available** in their work vehicle always in case they are reassigned to a site where shorts are prohibited.

Appearance and Safety Standards:

Shorts must be:

- Professional in appearance (e.g., work shorts or uniform shorts; no athletic, ripped, or overly casual styles)
- Minimum of knee-length

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- Free of offensive graphics or language
- Closed-toe, safety-appropriate footwear must still be worn at all times, regardless of legwear.

4. Enforcement

Failure to comply with this policy may result in disciplinary action, including but not limited to verbal or written warnings. Repeated violations may lead to revocation of shorts privileges.

5. Questions or Clarifications

Please direct any questions about this policy to your Team Leader.

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Management of Change		
Date	Description of Change	Name