

Memorandum of Understanding

By and Between

Thurston County (County)

and

AFSCME/WSCCCE Local 618-T (Union)

**RE: ER&R Fleet Services and Public Works Roads Division, Traffic, and Corrections
Crew Supervisor Safety Footwear**

During negotiations of the 2020-2022 Collective Bargaining Agreement (CBA) both parties spent a lengthy amount of time trying to refine the definition of “safety footwear” for the purpose of reimbursement under Article 9.6. In order to ensure timely settlement of the CBA and allow additional time to resolve the issue, the parties ultimately agreed to a one-year MOU that allowed the employees to continue the previous reimbursement practice. The parties met on March 17, November 10, and December 10, 2020 to research and further discuss safety footwear.

Agreement

As a result of these discussions, the County and the Union agree to the following:

- 1) Safety footwear for Public Works employees covered by the 618-T CBA will be defined as over the ankle footwear that is certified by ASTM, ANSI, CSA, or Occupational Safety and Health Act (OSHA) accepted standard to be eligible for reimbursement under Article 9.6.
- 2) The list of established certified standards may be modified with mutual agreement between the County and the Union, in the event a new standard is created.
- 3) Safety footwear for ER&R Fleet Services employees covered by the 618-T CBA will be defined by the Thurston County Safety Manual’s Personal Protective Equipment Policy (Policy #012.2980) to be eligible for reimbursement under Article 9.6.
- 4) The County will continue the practice of assessing needs and purchasing over-the-calf “muck” boots or rubber “barn” boots on a case-by-case basis where it is determined necessary for the work.
- 5) In the event an employee needs custom safety footwear made, the County will accept certifications from the manufacturer if they meet the same standards as ASTM, ANSI, CSA, or other OSHA accepted certifications.
- 6) The definitions established by this MOU will be incorporated into the successor agreement.

By their signatures below, the parties certify acceptance of this agreement:

/S/ via email
Hannah Hollander, WSCCCE Staff Representative

12/22/2020
Date

/S/ via email
Kris Asche, Chapter Chair, Local 618-T

12/22/2020
Date

/S/ via email
Jennifer D. Walker, Director of Public Works

12/22/2020
Date

/S/ via email
Debbie Brookman, Labor Relations Negotiator

12/22/2020
Date