

**Memorandum of Understanding
By and Between
Thurston County and Thurston
And
AFSCME/WSCCCE Local 618-CO**

RE: Temporary Safety Footwear Allowance

The parties began negotiating the terms for the successor agreement to the 2020-2022 Collective Bargaining Agreement. As of March 1, 2023, the contract has unresolved articles, to include specific provisions which impact the ability for employees to purchase safety footwear. Recognizing the importance of safety footwear, the parties have reached the following agreement:

Agreement:

1. Until the contract is ratified, employees will be reimbursed up to \$200 for safety footwear purchased between January 1, 2023 and December 31, 2023.
2. The \$200 temporary allowance will be included in any provisions that allows for the purchase of safety footwear, and not to be considered in addition to.
3. All other criteria established in Article 9.6, Tools, will remain status quo during the terms established by this Agreement.
4. Employees who have already been reimbursed in excess of \$200 prior to March 1, 2023 will not have to repay the difference. The excess will be calculated towards the agreed to amount in the successor agreement.
5. This Agreement will expire December 31, 2023 or upon ratification of the successor agreement, whichever is earlier.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of March 7, 2023:

For Thurston County:



Maria Aponte, Director
Human Resources

For AFSCME/WSCCCE Local 618-CO:



Aaron Cole, Staff Representative
AFSCME/WSCCCE