

Memorandum of Agreement

Addendum C - Premium Pay and Other Special Provisions Work Shoes or Boots

I. Parties to the Agreement

The Parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and Multnomah County Employees Union, AFSCME, Local 88, AFL-CIO (hereinafter the "Union").

II. Background

- A. During successor bargaining for the Local 88 General Unit 2022-2025 Collective Bargaining Agreement (hereinafter "CBA"), there was discussion about adding Facilities and Property Management (hereinafter "FPM") to the programs identified as being eligible for reimbursement for work shoes or boots in Addendum C, Premium Pay and Other Special Provisions, Section II.C.2.c.
- B. As FPM was still in the process of drafting their Safety Shoe Assessment and Use Policy, the parties agreed that it would be better to address it through a memorandum once the policy was completed.
- C. On September 20, 2023, the FPM Safety Shoe Assessment and Use Policy was sent out to Local 88 for the fourteen (14) day review. While Local 88 did not demand to bargain the policy, they did provide some feedback and suggestions.
- D. Under Oregon Administrative Rule (OAR) 437-002-0134(1), Oregon Occupational Safety and Health Administration (hereinafter "OSHA") requires a Personal Protective Equipment (hereinafter "PPE") Hazard Assessment to be completed to determine if and/or what PPE is appropriate for hazards that may exist at the workplace.

THEREFORE, the parties have reached agreement on the following addition to the Local 88 General Unit 2022-2025 CBA.

III. Agreement

- A. The parties hereby agree that effective with the signing of this agreement by both parties, Addendum C, Section II.C.2.c. is amended as follows. The changes are in legislative format.

C. Clothing and Equipment

2. Coveralls and ~~b~~Boots

~~c.~~ ~~For the purpose of reimbursing for tar, paint, epoxy and cement damage, field personnel~~ Employees assigned to Land Use and Transportation Division, ~~and~~ the Fleet Services Section, the Distribution and Motor Pool Section, and the Facilities and Property Management (FPM) Operations and Maintenance Section shall, on an annual basis, and upon presentation of a receipt, be eligible for reimbursement up to an amount of three-hundred dollars (\$300) for required, specific work shoes or boots in performance of their duties.

d. Employees assigned to the Building Safety and Compliance, Project Management and Coordination, and Property Management sections in Facilities and Property Management (FPM) shall on a triennial basis (every three years), and upon presentation of a receipt, be eligible for reimbursement up to an amount of three-hundred dollars (\$300) for required, specific work shoes or boots in performance of their duties.

Upon the manager's evaluation of the need for replacement and approval, an employee may be able to replace their required, specific work shoes or boots sooner if there is a need for an earlier replacement.

e. ~~These~~ employees described in subsections 2.c. and 2.d. above will be required to wear work shoes or boots in compliance with the current American National Standards Institute (ANSI) safety standard for work shoes or boots and Oregon OSHA statutes and rules or a County PPE Hazard Assessment as required under Oregon OSHA statutes and rules.

~~d.f.~~ In addition to rain gear, shirts, and jackets currently provided to Animal Care Technicians and Animal Care Aides, the County agrees to purchase waterproof rubber boots for employees' individual use while at work. The County will reimburse Animal Care Technicians and Animal Care Aides on an annual basis up to fifty dollars (\$50) for the purchase of work pants that meet the current dress code requirements for Animal Services.

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- B. This represents the complete agreement of the parties.
- C. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 18 of the AFSCME Local 88 General Unit 2022-2025 CBA.

AGREED to this 1st day of March, 2024.

For the Union:

Eben Pullman

Eben L. Pullman
AFSCME Bargaining & Representation
Manager

For the County:

James J. Opoka

James J. Opoka
Labor Relations Manager